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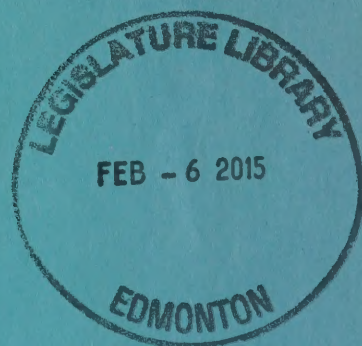
2/ BOARD OF INDUSTRIAL RELATIONS

3/ BULLETIN

ON THE BOARD'S ACTIVITIES

4/ OCTOBER 1st, 1962 to DECEMBER 31st, 1962

ISSUED BY



PROVINCE OF 1/ ALBERTA

K. A. PUGH
Deputy Minister

HON. R. REIERSON
Minister

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DEPARTMENT OF LABOUR

HONOURABLE R. REIERSON

Minister

K. A. PUGH

Deputy Minister

BOARD OF INDUSTRIAL RELATIONS

MEMBERS

K. A. PUGH - Chairman

WINNIFRED ROSS HARRY BOYSE

R. B. d'ESTERRE W. N. GRAY

H. C. FRENCH
Secretary

W. MADAY

Chief Inspector

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STATISTICAL INFORMATION

BULLETIN

1962

A

STATISTICAL INFORMATION

BULLETIN

This Bulletin is a synopsis of the activities of the Board of Industrial Relations in the administration of the Alberta Labour Act during the period of October 1st, 1962 to December 31st, 1962.

Parts I to IV of The Act inclusive deal with Hours of Work, Minimum Wage, Labour Welfare, Vacation Pay and Industrial Standards Schedules.

Part V sets forth procedure for the purposes of Collective Bargaining.

This Bulletin deals with those phases of the Board's work in giving assistance to workers and employers effecting just and friendly settlements of all disputes.

<u>PARTS I</u>	<u>to</u>	<u>IV</u>	<u>INCLUSIVE</u>	<u>1962</u>
Number of Board Meetings (including Public Hearings)			15	
Number of Inspections			7715	
Number of Business Places Inspected			2731	
Number of Employees Affected			13347	

SETTLEMENTS MADE:

Overtime Arrears	\$ 9,839.91	
Vacation Pay Orders	16,309.42	
Under Payment of Minimum Wage	2,617.94	
Unpaid Wages	<u>30,649.47</u>	
TOTAL		\$ 59,416.74

Number of Employees Affected
by above settlements:

Male	746	
Female	<u>287</u>	
TOTAL		1,033

Number of Complaints Received 1,713

Number of Employees for whom
Weekly Increases Obtained to
at least the Minimum Wage:

Male	11	
Female	<u>68</u>	
TOTAL		79

Amount of Weekly Increases
Obtained for above Employees:

Male	\$ 40.29	
Female	<u>257.22</u>	
TOTAL		\$ 297.51

Value of Vacation Pay Stamps Sold	\$ 604,043.24
-----------------------------------	---------------

Number of Vacation Pay Stamp Books Sold	3,264
--	-------

INDUSTRIAL STANDARDS

Number of Schedules	15
Number of Inspections	86
Number of Interviews	237
Number of Complaints	10

Number of Special Inspections or Investigations	2
--	---

PROSECUTIONS

Charges carried over from previous period	48
Number of Charges Laid	17
Convictions	21
Withdrawn	3
Dismissed	Nil
Pending	41
Appeals	1

Amount of fines assessed	\$ 720.00
Amount of costs assessed	\$ 79.50
Failure to comply with Court Orders Vacation Pay and Fines	Nil

Amounts Implicated:

Minimum	\$ 128.52
Arrears of Wages	\$ 3,433.91
Vacation Pay	\$ 420.25

CERTIFICATIONS

Section 61 of The Alberta Labour Act provides that on receipt of an application for certification as bargaining agent, the Board shall satisfy itself that the Trade Union claiming the right to bargain for the employees, is a proper agent and has been properly elected by a majority of the employees in the unit.

The Board must also satisfy itself that the unit or classifications of employees is appropriate for collective bargaining.

The Board shall make such enquiries as is expedient to determine the merits of the applications.

During the period from October 1st, 1962, to December 31st, 1962, the Board processed 70 applications plus those shown as pending previously, the disposition being as follows:

Granted	39
Refused	18
Returned	12
Withdrawn	0
Pending	9

REVOCATION OF CERTIFICATIONS

Section 66 of The Alberta Labour Act, provides that on receipt of an application for the Revocation of the certification of the bargaining agent, the Board shall determine the merits of the application and shall satisfy itself whether the majority of the employees in the unit desire the union to continue to act as bargaining agent or the Trade Union has ceased to be a proper bargaining agent.

During the period October 1st, 1962, to December 31st, 1962, the Board processed 3 applications for the revocation of the certification of a bargaining agent plus those shown as pending previously, the disposition being as follows:

Certifications revoked	3
Applications refused	1
Applications pending	1

CONCILIATIONS

Section 82 of The Alberta Labour Act provides that wherever a dispute exists and the parties themselves are unable to adjust it, either party may make application to the Minister for the appointment of a Conciliation Commissioner. From October 1st, 1962, to December 31st, 1962, the disputes referred and those referred to Conciliation Commissioners in the previous period progressed as follows:

Settled in Conciliation	10
Referred to Conciliation	
Board	3
Lapsed	2
Appointment Cancelled	0
Pending	<u>15</u>
TOTAL	30

CONCILIATION BOARDS

The Alberta Labour Act provides that where a Conciliation Commissioner is unable to bring about any settlement or adjustment of a dispute, the dispute may be referred to a Conciliation Board. If in the opinion of the Minister a further endeavour should be made to bring about agreement between the parties in dispute, the Minister may appoint a Conciliation Board consisting of three members.

During the period from October 1st, 1962, to December 31st, 1962, there were 8 Conciliation Boards established to whom 8 disputes were referred. Several disputes may be referred to one Conciliation Board where more than one employer in an industry is involved in a dispute with the same Union, conversly a Conciliation Board may deal with a dispute involving several unions and one Employer. The awards brought down by Boards during the period October to December are as follows:

Unanimous Awards	7
Majority Awards	1
Dissent by Employers Members	1
Dissent by Employees Members	0

VOTES

Re:	Conciliation Board Awards	4
	Acceptance by both parties	1
	Acceptance by Employers only	0
	Acceptance by Employee units only	0
	Rejection by both parties	3

Rejections of Unanimous Awards by Either or both parties.	
By Employer	2
By Employee	3

Re:	Appointment of a Bargaining Agent	9
Re:	Revocation of Certification	3
Re:	Strike Action	19
	- In favour	4
	- Against	15

Re:	Section 104 of Alberta Labour Act	30
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STRIKES

After provisions of The Alberta Labour Act complied with 0

SUMMARY OF COURT CASES - BOARD OF INDUSTRIAL RELATIONS

Charges laid for Infractions of
The Alberta Labour Act and Orders

OCTOBER 1st, 1962 to DECEMBER 31st, 1962.

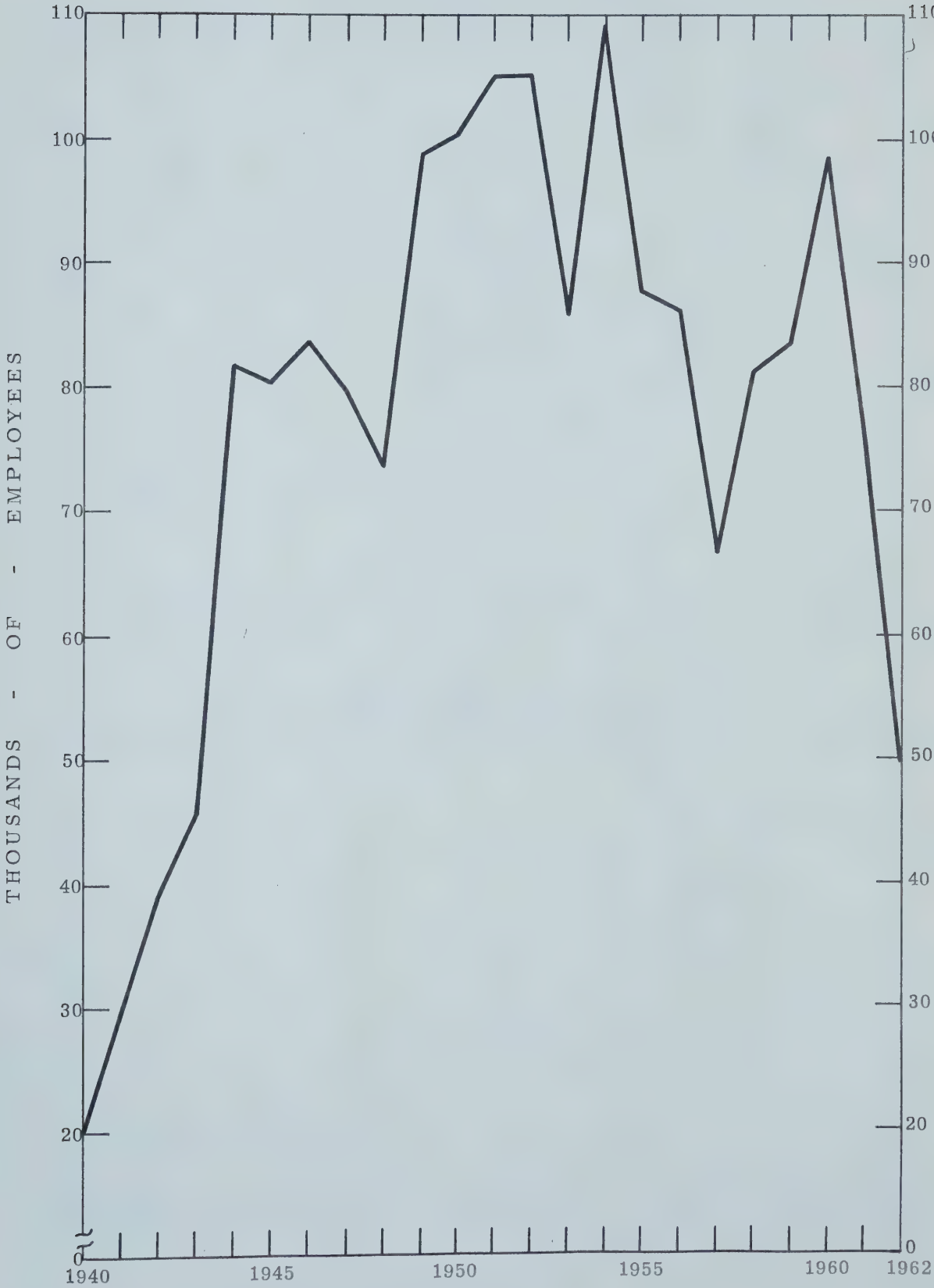
	FINES	COSTS	I/D DAYS	ARREARS	Informations Brought Forward and Disposition	New Cases this period and Disposition	CONVICTIONS	WITHDRAWALS	COMMITTEES	WARRANTS EXECUTED	BALANCE
Sec. 11 (1)	Failure to Maintain Time Records				No: Completed Balance	No: Completed Balance					2
Sec. 11 (4)	Failure to Produce Records on Board Order	30.70	210	663.33	8 7 1	4 2 2	9	1	1	2	3
Sec. 29	Orders #1 and #2	3.00	5	128.52	2 2	1 1	1				2
Sec. 41	Failure to pay wages	11.90	34	2765.58	16 4 12	4 1 3	5				15
Sec. 43	Vacations with Pay	25.10	5	356.82	8 4 4	4 2 2	4	2			6
Sec. 43	Order No. 5										
Sec. 43	Vacations with Pay	40.00		64.13	5 2 3	2 2 2	2				5
Sec. 43	Order No. 6	8.60									
Sec. 43	Vacations with Pay				4 4						4
Sec. 43	Order No. 3										
Sec. 43	Vacations with Pay					1 1					1
Sec. 43	Order No. 32										
Sec. 52	Automotive Schedule										
Sec. 72 (7)	Part V of The Alberta Labour Act				1 1 1						1
	Industrial Wages				2 2						1
	Securities Act				1 1			1			2
TOTALS		720.00	254	3983.38	48 18 30	17 6 11	21	3	1	2	41

LABOUR WELFARE - BOARD OF INDUSTRIAL RELATIONS
ACTUAL COMPARATIVE STATEMENT FOR
YEARS 1960, 1961 and 1962

	Housekeeping		Toilets		Lunchrooms		Children		Heat		Chairs		Weights			
	1960-1961-1962	1960-1961-1962	1960-1961-1962	1960-1961-1962	1960-1961-1962	1960-1961-1962	1960-1961-1962	1960-1961-1962	1960-1961-1962	1960-1961-1962	1960-1961-1962	1960-1961-1962	1960-1961-1962			
Outstanding on January 1st	11	14	13	112	116	74	14	10	21	-	1	1	-	-	-	-
Number of Instructions Issued	60	40	27	68	47	35	16	28	4	2	2	2	1	-	2	1
Number of Instructions Completed	57	41	25	64	89	41	20	17	7	1	2	3	1	1	-	1
Outstanding as of December 31st	14	13	15	116	74	68	10	21	18	1	1	0	-	0	-	0

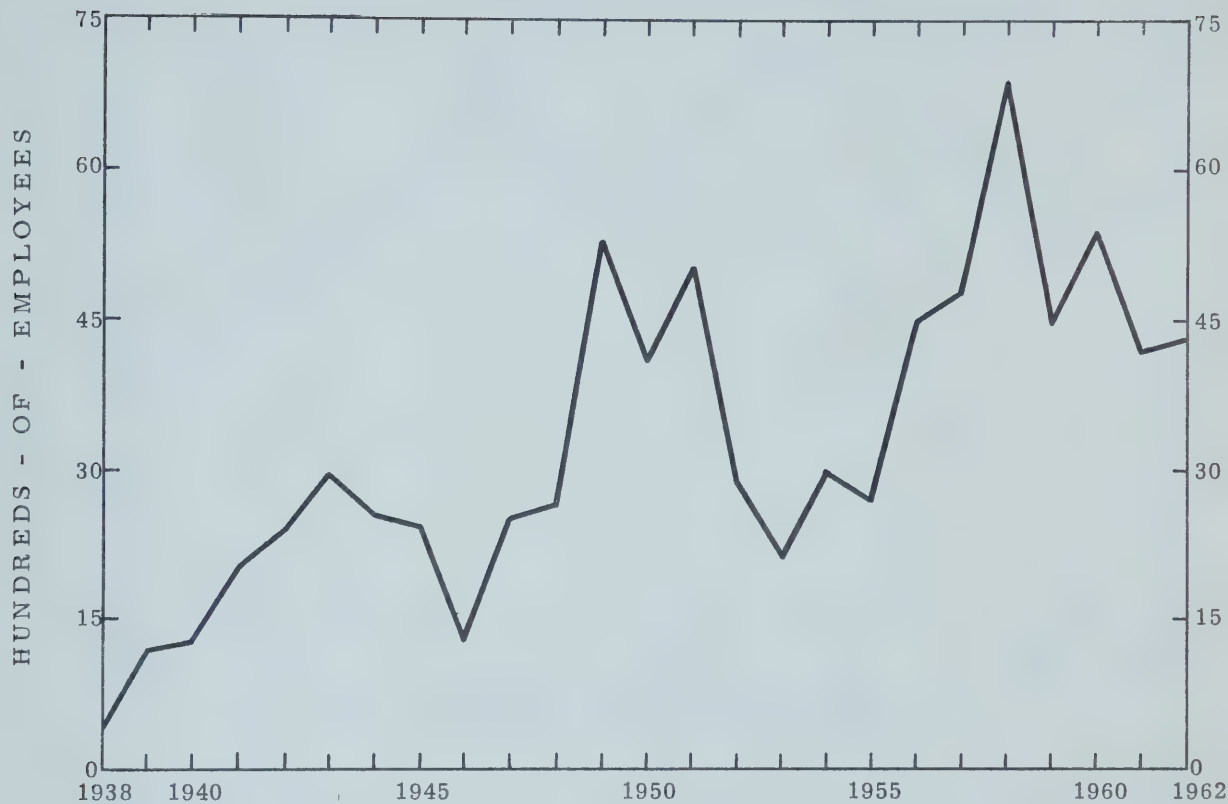
Number of Employees involved in new Instructions in 1962	M -- 532	
	F -- 221	
	Total <u>753</u>	

NUMBER OF EMPLOYEES AFFECTED BY
BOARD OF INDUSTRIAL RELATIONS INSPECTIONS*
BY YEARS 1940-1962 - ALBERTA

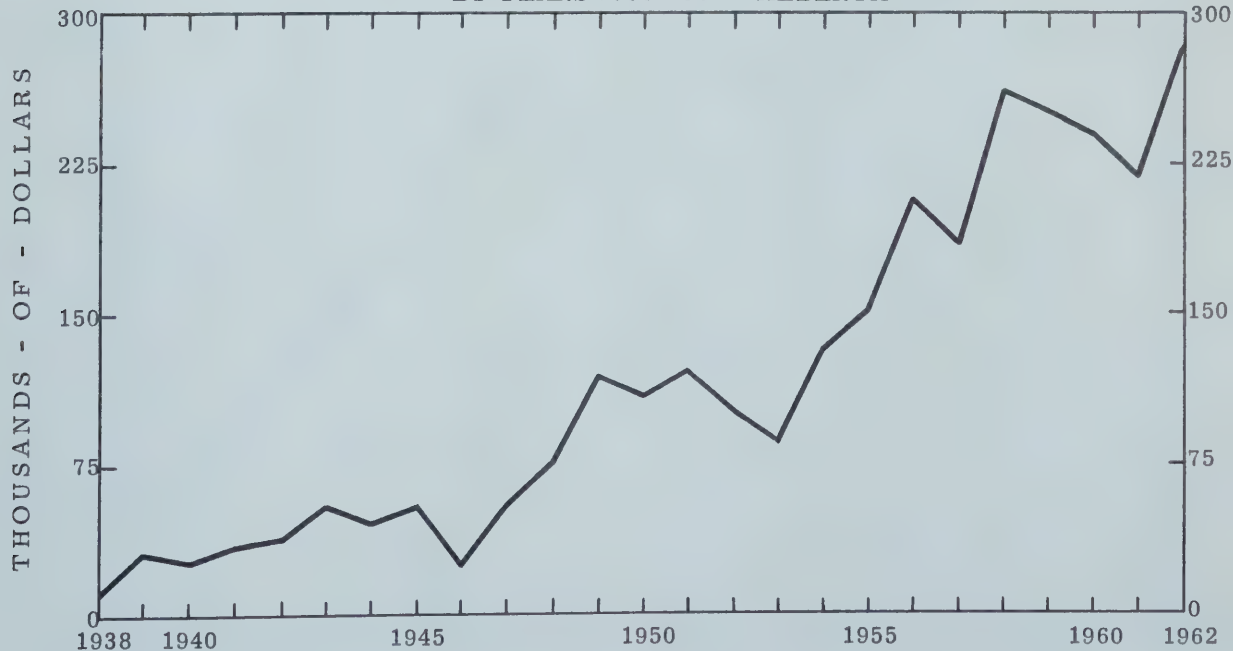


* Included are Inspections for Hours of Work, Minimum Wages, Overtime, Vacation Pay and Labour Welfare.

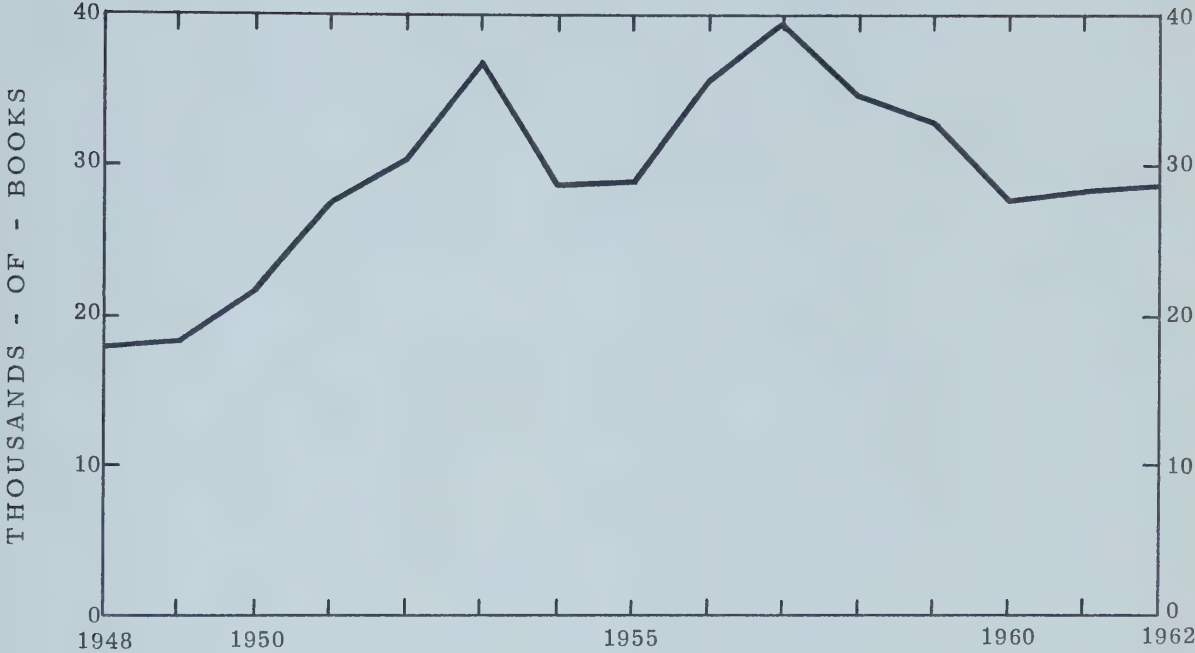
NUMBER OF EMPLOYEES AFFECTED BY
EARNINGS SETTLEMENTS
BY YEARS 1938-1962 - ALBERTA



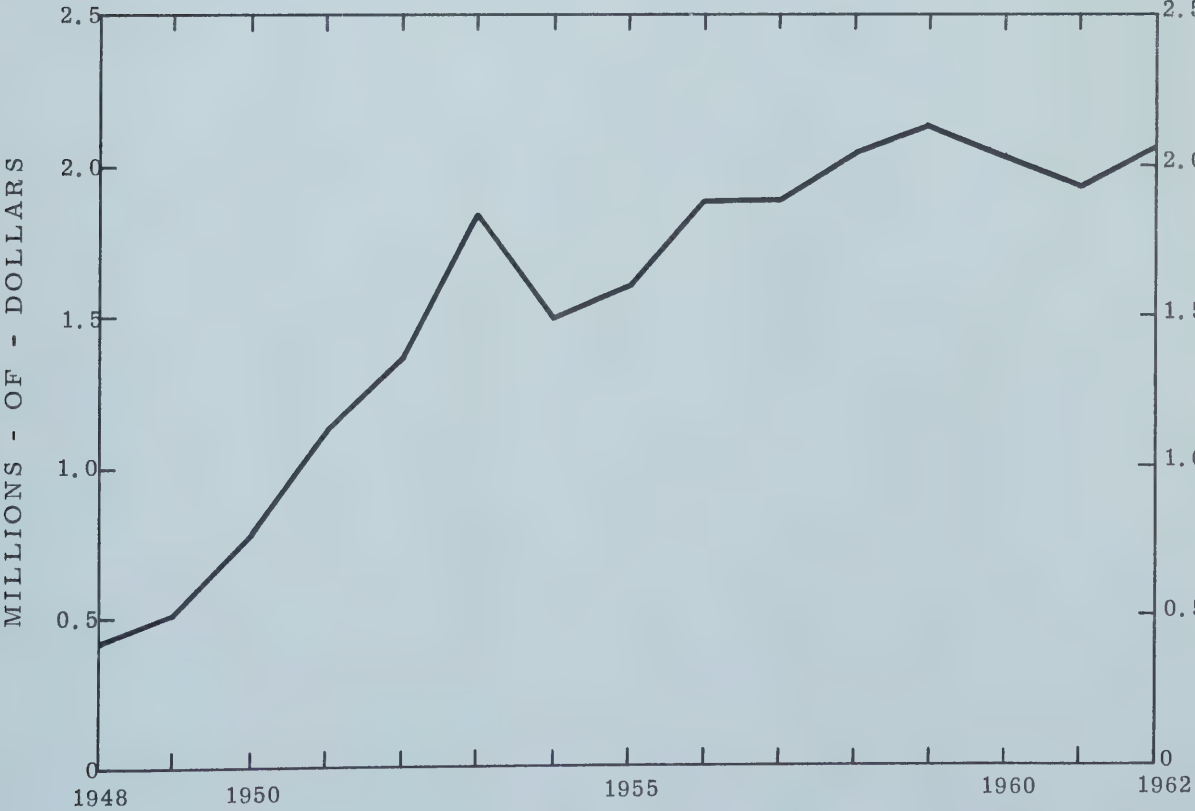
TOTAL AMOUNT OF EARNINGS SETTLEMENTS
BY YEARS 1938-1962 - ALBERTA



NUMBER OF HOLIDAY BOOKS SOLD
BY YEARS 1948-1962 - ALBERTA



TOTAL VALUE OF HOLIDAY PAY STAMPS SOLD
BY YEARS 1948-1962 - ALBERTA



THE ALBERTA LABOUR ACT

CERTIFICATIONS

I S S U E D

B

THE ALBERTA LABOUR ACT

CERTIFICATIONS

OCTOBER 1st, 1962 to DECEMBER 31st, 1962.

I S S U E D

1. Hod Carriers, Building and Construction Laborers Union Local No. 92, Edmonton and Sargent Construction Ltd., Winnipeg, Manitoba.

UNIT: "Laborers when employed as dumpmen, tampermen, shippermen, mixermen, vibratormen, grinder operators, jackhammermen, breakermen, pump tenders, tubular scaffolders, general laborers, power buggy operators, pipelayers (non-metalic). Laborers tending all crafts including mixing, handling and conveying of all materials used by the crafts."

Number of employees in unit: 13

CERTIFICATION NO. 171 - 62

2. Pan American Employees Association, Whitecourt, and Pan American Petroleum Corporation, Whitecourt, Alberta.

UNIT: "All the hourly paid employees of Pan American Petroleum Corporation employed at the West Whitecourt Plant near Whitecourt, Alberta excluding office help and supervisory personnel with the right to hire and fire."

Number of employees in unit: 29

CERTIFICATION NO. 172 - 62

3. Brotherhood of Painters, Decorators and Paperhangers of America, Glaziers and Glassworkers Local Union No. 1900, Edmonton, and Canadian Pittsburgh Industries Limited, Edmonton, Alberta.

UNIT: "All employees except supervisory staff, office staff and salesmen."

Number of employees in unit: 37

CERTIFICATION NO. 173 - 62

4. International Union of Operating Engineers, Local 857, Edmonton, and Saint Joseph's Hospital, Edmonton, Alberta.

UNIT: "Steam Engineers."

Number of employees in unit: 4

CERTIFICATION NO. 174 - 62

5. Construction and General Labourers' Union, Local 1111, Calgary, and Coro Construction Company, Calgary, Alberta.

UNIT: "Labourers and Bricklayer's Helpers."

Number of employees in unit: 2

CERTIFICATION NO. 175 - 62

6. McCoy Bros. Ltd., Employees Association, Edmonton, and McCoy Bros. Ltd., Edmonton, Alberta.

UNIT: "All of the employees of McCoy Bros. Ltd., employed at its branch known as Edmonton Spring Works in Edmonton, Alberta, excluding confidential employees, office help and supervisory personnel with the right to hire and fire."

Number of employees in unit: 2

CERTIFICATION NO. 176 - 62

7. McCoy Bros. Ltd. Employees Association, Edmonton, and McCoy Bros. Ltd., Edmonton, Alberta.

UNIT: "All of the employees of McCoy Bros. Ltd. employed at its branch known as Brake Drum and Shoe Service, in Edmonton, Alberta, excluding confidential employees, office help and supervisory personnel with the right to hire and fire."

Number of employees in unit: 6

CERTIFICATION NO. 177 - 62

8. McCoy Bros. Ltd. Employees Association, Edmonton, and McCoy Bros. Ltd., Edmonton, Alberta.

UNIT: "All of the employees of McCoy Bros. Ltd. employed at its branch known as Scona Spring and Steering Service in Edmonton, Alberta, excluding confidential employees, office help and supervisory personnel with the right to hire and fire."

Number of employees in unit: 24

CERTIFICATION NO. 178 - 62

9. McCoy Bros. Ltd. Employees Association, Edmonton, and McCoy Bros. Ltd., Edmonton, Alberta.

UNIT: "All of the employees of McCoy Bros. Ltd. employed at its branch known as McCoy Bros. Spring Service, in Edmonton, Alberta, excluding confidential employees, office help and supervisory personnel with the right to hire and fire."

Number of employees in unit: 15

CERTIFICATION NO. 179 - 62

10. McCoy Bros. Ltd., Employees Association, Edmonton, and McCoy Bros. Ltd., Edmonton, Alberta.

UNIT: "All of the employees of McCoy Bros. Ltd. employed at its branch known as McCoy Bros. Ltd., in Edmonton, Alberta, excluding confidential employees, office help and supervisory personnel with the right to hire and fire."

Number of employees in unit: 63

CERTIFICATION NO. 180 - 62

11. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary and Bird Construction Co. Ltd., Calgary, Alberta.

UNIT: "All employees who are doing cuttine, bending placing, tieing of reinforcing steel excluding labourers and carpenters."

Number of employees in unit: 4

CERTIFICATION NO. 181 - 62

12. Beverage Dispensers' International Union, Local No. 265, Calgary, and Flag Hotel Ltd., Shield Hotel Ltd., Prince Hotel Ltd., Calgary, Alberta.

UNIT: "All full-time bartenders, bar porters, waiters and bus boys, employed in the dispensing of beverages on the premises licensed by the Alberta Liquor Control Board and occupied by the Black Knight Lounge, excluding Bar Manager."

Number of employees in unit: 14

CERTIFICATION NO. 182 - 62

13. United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary, and J. C. Hughes Contractors Ltd., Calgary, Alberta.

UNIT: "Carpenters, Carpenters Foreman and Carpenter Apprentices excluding General Foremen."

Number of employees in unit: 4

CERTIFICATION NO. 183 - 62

14. Hod Carriers, Building and Common Laborers Union, Local No. 92, Edmonton, and Parkins Construction Limited, Edmonton, Alberta.

UNIT: "Laborers when employed as dumpmen, tampermen, chippermen, mixermen, vibratormen, grinder operators, power buggy operators, pipelayers (non-metallic). Laborers tending all crafts including mixing, handling and conveying of all materials used by the crafts, excluding house building."

Number of employees in unit: 7

CERTIFICATION NO. 184 - 62

15. Lightweight Aggregate Workers Association, Calgary, and Burtex Industries Limited, Calgary, Alberta.

UNIT: "All employees working at the factory site Burtex Industries Limited, Calgary, excluding office personnel, salesman and those with authority to hire and fire."

Number of employees in unit: 15

CERTIFICATION NO. 185 - 62

16. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, and Bakgaard Construction Co. Ltd., Calgary, Alberta.

UNIT: "All employees who are directly connected with all phases of placing, cutting, bending, fabricating and tying of reinforcing iron excluding laborers and carpenters."

Number of employees in unit: 7

CERTIFICATION NO. 186 - 62

17. Hod Carriers, Building and Common Laborers Union, Local No. 92, Edmonton, and Poole Engineering (1958) Ltd., Edmonton, Alberta.

UNIT: "Laborers when employed as dumpmen, tampermen, chippermen, mixermen, vibratormen, grinder operators, power buggy operators, pipelayers (non-metallic). Laborers tending all crafts including mixing, handling and conveying of all materials used by crafts, excluding road building."

Number of employees in unit: 28

CERTIFICATION NO. 187 - 62.

18. Driver Salesmen, Plant, Warehouse and Cannery Employees, Local 987, Calgary and McGavin Toastmaster Limited, Red Deer, Alberta.

UNIT: "All employees engaged in selling and delivering bakery products from or by any vehicle whether direct to the consumer or otherwise, and servicemen, excluding those in a supervisory capacity with the right to hire and fire, who do not customarily perform the duties of the Employees within the bargaining agent."

Number of employees in unit: 2

CERTIFICATION NO. 188 - 62

19. Aaby Employees' Association, Edmonton, and Aaby Demolition Co. Ltd., Edmonton, Alberta.
- UNIT: "All of the employees of Aaby Demolition Co. Ltd. excluding employees performing office or related duties, employees of a temporary or casual nature, foremen whether temporary or permanent and excluding managers, superintendents and all other persons acting on behalf of the company in a supervisory or confidential capacity or exercising managerial functions or having authority to employ or discharge employees of the company."
- Number of employees in unit: 12
- CERTIFICATION NO. 189 - 62
20. Industrial and Road Equipment Employees' Welfare Association, Edmonton, and Industrial & Road Equipment Limited, Edmonton.
- UNIT: "Employees of the Parts and Service Departments excluding any person acting on behalf of Industrial & Road Equipment Limited in a confidential capacity and all persons having authority to employ or discharge employees of Industrial & Road Equipment Limited."
- Number of employees in unit: 24
- CERTIFICATION NO. 190 - 62
21. Retail, Wholesale and Department Store Union, Local 1105, Edmonton, and Capitol Cleaners and Laundry Ltd., Edmonton, Alberta.
- UNIT: "All employees employed by the Company at its plant located at 9686 - 99th Street, Edmonton, Alberta save and except office employees and those in a Supervisory Capacity."
- Number of employees in unit: 38
- CERTIFICATION NO. 191 - 62
22. International Association of Machinists, Lodge 1722, Edmonton, Miller Motors Ltd., Edmonton, Alberta.
- UNIT: "Automotive Mechanics, Frame Straighteners, Front End Alignment, Lubrication Men and Apprentices to the trade."
- Number of employees in unit: 17
- CERTIFICATION NO. 192 - 62
23. Shell Waterton Gas Plant Employees Association, Pincher Creek, and Shell Oil Company of Canada Limited, Calgary, Alberta.

UNIT: "All hourly paid operating and maintenance employees of the Gas Department of the Company employed at the Waterton Gas Plant near Pincher Creek, Alberta."

Number of employees in unit: 41

CERTIFICATION NO. 193 - 62

24. International Union of Operating Engineers, Local 955, Edmonton, Alberta, and Canadian Comstock Company Limited, Edmonton, Alberta.

UNIT: "Operating Engineers when employed as operators of Cranes, A Frame trucks, Air Tuggers, Forklifts and Oilers."

Number of employees in unit: 5

CERTIFICATION NO. 194 - 62

25. International Union of Operating Engineers, Local 955, Edmonton, and Montreal Engineering Mannix, Calgary, Alberta.

UNIT: "Operating Engineers when employed as Operators of Crawler Tractors with attachments, A - Frame Trucks."

Number of employees in unit: 2

CERTIFICATION NO. 195 - 62

26. International Association of Bridge, Structural and Ornamental Iron Workers, Local Union No. 720, Calgary, and Montreal Engineering Mannix, Calgary, Alberta.

UNIT: "Ironworkers when employed at structural steel erection welding, rigging, corrugated metal sheeting, O - Dicking and miscellaneous iron work."

Number of employees in unit: 4

CERTIFICATION NO. 196 - 62

27. International Association of Bridge Structural and Ornamental Iron Workers, Local 725, Calgary, and Vanir Engineering Ltd., Calgary, Alberta.

UNIT: "All employees who are directly connected with the erection of Structural and Ornamental Iron (excluding Butler and Butler type Buildings) also burning and welding operations connected with the above mentioned, including apprentices, but excluding Carpenters, Sheet Metal Workers and Labourers."

Number of employees in unit: 6

CERTIFICATION NO. 197 - 62

28. United Cement, Lime and Gypsum Workers International Union, Local Union No. 345, Calgary, Alberta, and Lodgers Lime (Alberta) Ltd., Lime Division, Kananaskis, Alberta.

UNIT: "All employees of the employer at the Kananaskis plant and quarry save and except office staff, cooks, cook's helpers, foremen and persons above the rank of foremen."

Number of employees in unit: 32

CERTIFICATION NO. 198 - 62

29. United Brotherhood of Carpenters and Joiners of America, Local 846, Lethbridge, and Pahulje Construction Ltd., Lethbridge, Alberta.

UNIT: "Carpenter Foreman, Carpenters and Carpenters Apprentice."

Number of employees in unit: 7

CERTIFICATION NO. 199 - 62

30. United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary, and Johnson Construction Co. Ltd., Medicine Hat, Alberta.

UNIT: "Carpenters, Carpenters Foreman and Carpenter Apprentices."

Number of employees in unit: 11

CERTIFICATION NO. 200 - 62

31. United Brotherhood of Carpenters and Joiners of America, Local 846, Lethbridge, and Johnson Construction Co. Ltd., Medicine Hat, Alberta.

UNIT: "Carpenter Foreman, Carpenters and Carpenters Apprentice."

Number of employees in unit: 13

CERTIFICATION NO. 201 - 62

32. United Brotherhood of Carpenters and Joiners of America, Locals 779 and 2103, Calgary, and Fleetwood Bowling Equipment, Toronto, Ontario.

UNIT: "Carpenters, Carpenters Foreman and Carpenter Apprentices."

Number of employees in unit: 14

CERTIFICATION NO. 202 - 62

33. Dales Bros. Employees Association, Edmonton, and Dales Bros. Ltd., Jasper Place, Alberta.

UNIT: "All hourly paid employees of the company excluding office staff and supervisory personnel with power to fire and discharge and all employees when employed as operators of Draglines, Hoes and Clams, Crawler Tractors with attachments, Rubber Tired Loaders; Graders; Crushers; also Welders; Heavy Duty Mechanics, Heavy Duty Mechanic's Helpers; Serviceman (Grease Truck); Crusher Maintenance and Serviceman."

Number of employees in unit: 34

CERTIFICATION NO. 203 - 62

34. Beverage Dispensers International Union, Local 265, Calgary, Alberta, and Trade Winds Motor Hotel Valleyfield Investments Limited, Calgary, Alberta.

UNIT: "All bartenders and waiters employed in the dispensing of beverages on the premises licensed by the Alberta Liquor Control Board and occupied by the Sinbad Lounge including those employed less than one-half the regular weekly hours and Bar Manager."

Number of employees in unit: 4

CERTIFICATION NO. 204 - 62

35. United Brotherhood of Carpenters and Joiners of America, Local Union No. 1569, Medicine Hat, and D. and H. Construction Limited, Medicine Hat, Alberta.

UNIT: "Carpenters, Carpenter Formen and Carpenter Apprentices."

Number of employees in unit: 11

CERTIFICATION NO. 205 - 62

36. International Association of Bridge, Structural and Ornamental Iron Workers, Local Union No. 720, Edmonton, and Dominion Bronze and Iron Limited, Winnipeg, Manitoba.

UNIT: "Iron Workers and Apprentices employed at assembling, erecting and placing of curtain wall, curtain wall type panels, window frames and ornamental iron."

Number of employees in unit: 12

CERTIFICATION NO. 206 - 62

37. International Association of Bridge Structural and Ornamental Iron Workers, Local 725, Calgary, and T. A. Jones Construction (Alberta) Ltd., Calgary, Alberta.

UNIT: "All employers who are directly connected with all phases of placing, cutting, bending, fabricating and tying of reinforcing iron, excluding labourers and carpenters."

Number of employees in unit: 3

CERTIFICATION NO. 207 - 62

38. Retail Clerks Union, Local 401, Edmonton, and Bateman's Food Markets Ltd., Edmonton, Alberta.

UNIT: "All employees employed in the stores owned and for operated by Batemans' Food Markets Ltd., in the Greater Edmonton area, except those in the Meat Dept., Bakery Production Workers, Store Managers, Office Workers and those employed in a supervisory or confidential capacity."

Number of employees in unit: 26

CERTIFICATION NO. 208 - 62

39. United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 780, Lethbridge, Alberta, and Belfast Plumbing Ltd., Medicine Hat, Alberta.

UNIT: "Journeyman Plumbers, Steamfitters, Pipe Welders and all Apprentices."

Number of employees in unit: 3

CERTIFICATION NO. 209 - 62

40. Sheet Metal Workers' International Association, Local Union No. 271, Edmonton, and Volkswagen Northern Ltd., Edmonton, Alberta.

UNIT: "All licensed auto body workers and indentured apprentices excluding supervisory personnel."

Number of employees in unit: 2

CERTIFICATION NO. 210 - 62

THE ALBERTA LABOUR ACT

APPLICATIONS FOR

CERTIFICATION

R E T U R N E D

D

THE ALBERTA LABOUR ACT

APPLICATIONS FOR CERTIFICATIONS

OCTOBER 1st, 1962 to DECEMBER 31st, 1962.

R E F U S E D

<u>UNION</u>	<u>COMPANY</u>	<u>REASON</u>
1. International Union of Operating Engineers, Local Union No. 857, Edmonton, Alberta.	Edmonton Produce (1962) Limited, Edmonton, Alberta.	Refused collective agreement
UNIT:	"Steam Engineers."	
2. International Association of Bridge, Structural and Ornamental Iron Workers, Local 720, Edmonton, Alberta.	Canadian Pittsburgh Industries Limited, Edmonton, Alberta.	Not a majority selection.
UNIT:	"All employees classified on the payroll as journeyman or apprentice ironworkers, employed at assembling erecting and placing of curtain wall, curtain wall type panels, mullions, window frames and ornamental iron.(Excluding labours and glaziers.)"	
3. Retail Clerks Union, Local 401, Edmonton, Alberta.	United Farmers of Alberta Co-operative Limited, Calgary, Alberta.	Majority voted against
UNIT:	"All employees in the Farm Supplies Branches of the United Farmers of Alberta Co-operative Limited in the Greater Red Deer Area, except Branch Supervisors with the right to hire and fire."	
4. Oil, Chemical and Atomic Workers International Union, Local 9-685, Pincher Creek, Alberta.	British American Oil Company Limited, Pincher Creek, Alberta.	Majority voted against
UNIT:	"All employees of the Company at its plant located near Pincher Creek, Alberta, save and except: office staff, those that are or may be hired as foremen employed in an actual and full time supervisory capacity and all those above the rank of foremen and certified steam engineers engaged in operating steam boilers in the Power House and steam equipment in the Sulphur Plant."	
5. Construction and General Labourers Union, Local 1111, Calgary, Alberta.	J. Siegmund Brick-Mason Contractor, Calgary, Alberta.	Collective agreement signed. Employer operating in Calgary only temporarily.
UNIT:	"Labourers and Bricklayers' helpers."	

6. United Brotherhood of Car- Weston Brothers Union re-
penters and Joiners of America, Ltd., Cardston, requested
Local Union 3215, Cardston, Alberta.
Alberta.

UNIT: "Craft Carpenters, Construction Carpenters
Journeymen, Apprentices, Foremen."

7. International Association of Turnbull Motors Ltd., Not a
Machinists, Lodge 1722, Edmonton, Alberta. majority
Edmonton, Alberta. selection

UNIT: "Automotive Mechanics, Frame Straighteners,
Front End Alignment, Lubrication Men and
Apprentices to the trade."

8. International Association of Crosstown Motors Ltd., Not a
Machinists, Lodge 1722, Edmonton, Alberta. majority
Edmonton, Alberta. selection

UNIT: "Automotive Mechanics, Frame Straighteners,
Front End Alignment, Lubrication Men and
Apprentice to the trade."

9. Beverage Dispensers, Hotel Northern Steak Ltd., Majority
Service, Culinary and Restaur- Edmonton, Alberta. voted
ant Employees Union, Local against
579, Edmonton, Alberta.

UNIT: "Cooks, Busboys, Dishwashers, Cashiers,
Maintenance men and General Help."

10. United Association of Jour- Montreal Engineering Unit not
ney-men and Apprentices of the Mannix, Calgary, Alberta.
Plumbing and Pipefitting appropriate
Industry of the United States
and Canada, Local Union No. 488,
Edmonton, Alberta.

UNIT: "All men working in the plumbing and pipe-
fitting industry, ie: Journeymen Plumbers,
Steamfitters, gasfitters and industrial
pipefitters, and Journeymen welders welding
on pipe; steamfitters' apprentices, plumbers'
apprentices, gasfitters' apprentices, welders'
apprentices, industrial pipefitters' helpers,
including foremen and subforemen."

11. National Union of Public County of Strathcona, Not a majority
Employees' Local Union No. No. 20, Edmonton, selection
854, Ardrossan, Alberta. Alberta.

UNIT: "All School Caretakers."

12. United Brotherhood of Car- Summit Construction Not a majority
penters and Joiners of America, Ltd., Edmonton, selection
Local Union No. 1325, Edmonton, Alberta.
Alberta.

UNIT: "Carpenters, Carpenter Apprentices and
Carpenter Foremen."
13. National Union of Public University of Board had no
Employees, Local 844, Alberta, Calgary, authority
Calgary, Alberta. Alberta.

UNIT: "All Caretakers except those with right to
hire and fire."
14. International Union of Mine, Dominion Bridge Majority voted
Mill and Smelter workers, Company Limited, against certi-
Calgary Metal Workers Local Calgary, Alberta. fication
No. 800, Calgary, Alberta.

UNIT: "All employees of the Dominion Bridge
Company operation at Calgary Alberta,
except general office staff, engineering
and drafting staff, foremen, timekeepers,
watchmen, office janitors, those having the
right to hire and fire and those primarily
engaged in erection and installation off
the Company's premises."
15. National Union of Public University of Time limitations
Employees, Local 862, Edmonton, Alberta, Edmonton, imposed upon
Alberta. Alberta. Board.

UNIT: "All male and female custodial employees with
the right to hire and fire and those excluded
by The Alberta Labour Act."
16. Retail Clerks International Horne & Pitfield Not a majority
Association Local 401, Edmonton, Foods Limited selection
Alberta. (I.G.A. Groceteria
Red Deer)

UNIT: "All employees employed in the stores of
Red Deer I.G.A., Horne & Pitfield Foods
Limited, in the greater Red Deer area, ex-
cept those in the meat department and
Location Managers."
17. Sheet Metal Workers' Inter- V. W. Body & Paint Majority voted
national Association, Local Shop, Edmonton, against
Union No. 271, Edmonton, Alberta.
Alberta.

UNIT: "All licensed auto body workers and indentured
apprentices excluding supervisory personnel."

18. International Brotherhood of Electrical Workers, Local No. 424, Edmonton, Alberta. University of Alberta Works Department, Edmonton, Alberta. Board had no authority

UNIT: "General Foremen Electricians, Foremen Electricians, Journeymen Electricians, Apprentices Electricians."

THE ALBERTA LABOUR ACT

APPLICATIONS FOR

CERTIFICATION

R E T U R N E D

D

THE ALBERTA LABOUR ACT

APPLICATIONS FOR CERTIFICATIONS

OCTOBER 1st, 1962 to DECEMBER 31st, 1962.

R E T U R N E D

- | <u>UNION</u> | <u>COMPANY</u> | <u>REASON</u> |
|--|---|-------------------------|
| 1. Retail, Wholesale and Department Store Union, Edmonton, Alberta. | Capital Cleaners and Laundry Limited, Edmonton, Alberta. | Returned for signature. |
| UNIT: | "All employees employed by the Company at its plant located at 9686 - 99th Street, Edmonton, Alberta, save and except office employees and those excluded by the Alberta Labour Act." | |
| 2. Battle River Coal Co. Employees Association, Halkirk. | Battle River Coal Co., Halkirk. | Returned for signature. |
| UNIT: | "All of the employees of the Battle River Coal Co. other than Managers, foreman and other supervisory personnel." | |
| 3. Dale Bros. Employees Association, Edmonton, Alberta. | Dales Bros. Ltd., Edmonton, Alberta. | Unit not appropriate |
| UNIT: | "All hourly paid employees of the Company excluding office staff and supervisory personnel with power to hire and discharge and all employees presently members of the International Union of Operating Engineers, Local 955." | |
| 4. British American Oil Co. Edmonton Refinery Employers Collective Bargaining Organization, Edmonton, Alberta. | British American Oil Company Ltd., Edmonton, Alberta. | Untimely |
| UNIT: | "Bargaining agent for all hourly paid employees, with the exception of part time summer students for the Edmonton Refinery at Clover Bar. Including the process, maintenance, boiler house, pumping and shipping, change house janitors, and laboratory departments." | |
| 5. International Stereotypers' and Electrotypers Union, Local 109, Calgary, Alberta. | The Lethbridge Herald, Lethbridge, Alberta. | Unit inappropriate |
| UNIT: | "Please refer to accompanying pages from International Stereotypers and Electrotypers Union Constitution." | |

6. International Stereotypers' and Electrotypers Union, Local 109, Calgary, Alberta. The Medicine Hat News, Medicine Hat, Alberta. Unit in-appropriate
- UNIT: "Please refer to accompanying pages from International Stereotypers' and Electrotypers' Union Constitution."
7. International Stereotypers' and Electrotypers' Union, Local 109, Calgary, Alberta. The Calgary Herald, Calgary, Alberta. Unit in-appropriate
- UNIT: "Please refer to accompanying pages from International Stereotypers and Electrotypers' Union Constitution."
8. International Stereotypers' and Electrotypers' Union, Local 109, Calgary, Alberta. The Albertan, Calgary, Alberta. Unit in-appropriate
- UNIT: "Please refer to accompanying pages from International Stereotypers' and Electrotypers' Union Constitution."
9. Alberta Mack Truck Distributors Employees Association, Edmonton, Alberta. Alberta Mack Truck Distributors Ltd., Edmonton, Alberta. Collective agreement a bar
- UNIT: "All of the employees of Alberta Mack Truck Distributors Ltd., excluding General Manager, Company Officers and Directors, Personnel Manager, as well as Manager and Salesmen, office staff, Foreman, Road Test Driver."
10. International Stereotypers' and Electrotypers' Union, Local 109, Calgary, Alberta. The Medicine Hat News, Medicine Hat, Alberta. Unit not appropriate
- UNIT: "All members employed in the sterotype department."
11. International Stereotypers' and Electrotypers' Union, Local 109, Calgary, Alberta. The Calgary Herald, Calgary, Alberta. Unit in-appropriate
- UNIT: "All members employed in the stereotype department."
12. International Stereotypers' and Electrotypers' Union, Local 109, Calgary, Alberta. The Lethbridge Herald, Lethbridge, Alberta. Unit in-appropriate
- UNIT: "All members employed in the stereotype department."

THE ALBERTA LABOUR ACT

(Section 65A)

APPLICATION FOR AMENDMENTS

TO CERTIFICATIONS

G R A N T E D

E

THE ALBERTA LABOUR ACT

APPLICATION FOR AMENDMENTS TO CERTIFICATION

OCTOBER 1st, 1962 to DECEMBER 31st, 1962.

G R A N T E D

1. Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union 987, Calgary, Alberta, and McGavin Limited, Calgary, Alberta.

FROM: International Brotherhood of Teamsters,
Chauffeurs, Warehousemen and Helpers of
America, Local No. 987, Calgary, Alberta.

TO: Driver Salesmen, Plant, Warehouse and Cannery
Employees, Local Union 987, Calgary, Alberta.

2. Driver Salesmen, Plant Warehouse and Cannery Employees, Local Union 987, Calgary, Alberta, and Horne & Pitfield Foods Limited, Lethbridge, Alberta.

FROM: International Brotherhood of Teamsters,
Chauffeurs, Warehousemen and Helpers of
America, Local 987, Calgary, Alberta.

TO: Driver Salesmen, Plant, Warehouse and Cannery
Employees, Local Union 987, Calgary, Alberta.

FROM: Horne Pitfield Ltd., Lethbridge, Alberta.

TO: Horne & Pitfield Foods Limited, Lethbridge,
Alberta.

3. Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union 987, Calgary, Alberta, and Western Grocers (1961) Limited, Calgary, Alberta.

FROM: International Brotherhood of Teamsters,
Chauffeurs, Warehousemen and Helpers of
America, Local 987, Calgary, Alberta.

TO: Driver Salesmen, Plant, Warehouse and Cannery
Employees, Local Union 987, Calgary, Alberta.

FROM: Western Grocers Limited, Calgary, Alberta.

TO: Western Grocers (1961) Limited, Calgary,
Alberta.

4. Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union 987, Calgary, Alberta, and Horne & Pitfield Foods Limited, Calgary, Alberta.

FROM: International Brotherhood of Teamsters,
Chauffeurs, Warehousemen and Helpers of
America, Local 987, Calgary, Alberta.

TO: Driver Salesmen, Plant, Warehouse and Cannery
Employees, Local Union 987, Calgary, Alberta.

FROM: Horne and Pitfield Limited, Calgary, Alberta.

TO: Horne & Pitfield Foods Limited, Calgary, Alberta.

5. Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union 987, Calgary, Alberta, and Weston Bakeries Limited, Calgary, Alberta.

FROM: International Brotherhood of Teamsters,
Chauffeurs, Warehousemen and Helpers of
America, Local 987, Calgary, Alberta.

TO: Driver Salesmen, Plant, Warehouse and
Cannery Employees, Local Union 987, Calgary,
Alberta.

6. Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union 987, Calgary, Alberta, and Broder Canning Company Limited, Lethbridge, Alberta.

FROM: International Brogherhood of Teamsters,
Chauffeurs, Warehousemen and Helpers of
America, A. F. of L. Local 987, Calgary,
Lethbridge and Medicine Hat, Alberta."

TO: Driver Salesmen, Plant, Warehouse and Cannery
Employees, Local Union 987, Calgary, Alberta."

7. Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union 987, Calgary, Alberta, and MacDonalds Consolidated Limited, Calgary, Alberta.

FROM: International Brotherhood of Teamsters,
Chauffeurs, Warehousemen and Helpers of
America, Local 987, Calgary, Alberta."

TO: Driver Salesmen, Plant, Warehouse and Cannery
Employees, Local Union 987, Calgary, Alberta.

8. Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union 987, Calgary, Alberta, and MacDonalds Consolidated Ltd., Medicine Hat, Alberta.

FROM: International Brotherhood of Teamsters,
Chauffeurs, Warehousemen and Helpers of
America, Local 987, Calgary, Alberta.

TO: Driver Salesmen, Plant, Warehouse and Cannery
Employees, Local Union 987, Calgary, Alberta.

9. Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union 987, Calgary, Alberta, and MacDonalds Consolidated Limited, Lethbridge, Alberta.

FROM: International Brotherhood of Teamsters,
Chauffeurs, Warehousemen and Helpers of
America, Local 987, Calgary, Alberta.

TO: Driver Salesmen, Plant, Warehouse and Cannery
Employees, Local Union 987, Calgary, Alberta.

10. Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union 987, Calgary, Alberta, and Horne & Pitfield Foods Limited, Medicine Hat, Alberta.

FROM: International Brotherhood of Teamsters,
Chauffeurs, Warehousemen and Helpers of
America, Local 987, Calgary, Alberta.

TO: Driver Salesmen, Plant, Warehouse and Cannery
Employees, Local Union 987, Calgary, Alberta.

FROM: Horne and Pitfield Limited, Medicine Hat,
Alberta.

TO: Horne & Pitfield Foods Limited, Medicine Hat,
Alberta.

11. Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union 987, Calgary, Alberta, and General Bakeries Limited, Calgary, Alberta.

FROM: "International Brotherhood of Teamsters,
Chauffeurs, Warehousemen and Helpers of
America, Local 987, Calgary, Alberta."

TO: Driver Salesmen, Plant, Warehouse and
Cannery Employees, Local Union 987, Calgary,
Alberta.

FROM: "Palace Bread, Division of General Bakeries,
Limited, Calgary, Alberta."

TO: General Bakeries Limited, Calgary, Alberta.

12. United Steelworkers of America, Local 6034, Calgary, Alberta, and Alberta Phoenix Tube & Pipe Limited, Calgary Plant, Calgary, Alberta.

FROM: United Steelworkers of America, Local 5044,
Calgary, Alberta.

TO: United Steelworkers of America, Local 6034
Calgary, Alberta.

FROM: Big Inch Pipe Corporation Ltd., Calgary,
Alberta.

TO: Alberta Phoenix Tube & Pipe Limited, Calgary
Plant, Calgary, Alberta.

13. United Steelworkers of America, Local 5592, Calgary, Alberta, and Western Bridge Division, Canada Iron Foundries, Limited, Calgary, Alberta.

FROM: "Calgary Structural Steel Limited, Calgary,
Alberta."

TO: Western Bridge Division, Canada Iron Foundries,
Limited, Calgary, Alberta.

14. United Steelworkers of America, Local 5575, Edmonton, Alberta,
and Western Bridge Division Canada Iron Foundries, Limited,
Edmonton, Alberta.

FROM:

"C. W. Carry Limited, Edmonton, Alberta."

TO:

Western Bridge Division Canada Iron Foundries,
Limited, Edmonton, Alberta.

THE ALBERTA LABOUR ACT
APPLICATION FOR REVOCATION

R E F U S E D

F

THE ALBERTA LABOUR ACT

APPLICATION FOR REVOCATION

OCTOBER 1st, 1962 to DECEMBER 31st, 1962.

R E F U S E D

1. The United Brotherhood of Carpenters and Joiners of America,
Local Union No. 846, Lethbridge, Alberta, and Balbi Construction,
Lethbridge, Alberta.

UNIT: "Carpenter Foreman, Journeyman Carpenters,
Carpenter Apprentice. Exclude those with
the power to hire and fire, and office staff.
Also exclude all men employed in the shop."

THE ALBERTA LABOUR ACT
APPLICATION FOR REVOCATION

C E R T I F I C A T I O N R E V O K E D

I S S U E D

G

THE ALBERTA LABOUR ACT

APPLICATION FOR REVOCATION

OCTOBER 1st, 1962 to DECEMBER 31st, 1962.

I S S U E D

1. International Hod Carriers, Building and Common Laborers, Local Union No. 1111, Calgary, Alberta, and Loders Lime (Alberta) Ltd., Ytong Division, Calgary, (Formerly Alberta Ytong Manufacturing Company Limited, Calgary, Alberta.)

UNIT: "All employees of the employer, excepting office staff, superintendents and those with authority to hire and fire in the Calgary plant."

2. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, (UAW), Local 1227, Calgary, Alberta, and Universal Sales and Service Limited, Calgary, Alberta.

UNIT: "All Mechanics and Apprentices, including Machinists, body and repair men, radiator men and painters employed by Universal Sales and Service Limited, Calgary, Alberta."

3. International Woodworkers of America, Local 1-207, Edmonton, Alberta, and Edwards Lumber Limited, Rocky Mountain House, Alberta.

UNIT: "All employees of the Company employed at Rocky Mountain House, Alberta, excluding office staff, foremen, confidential and those having the right to hire and fire."

SYNOPSIS OF SUCCESSFUL

CONCILIATIONS

H

SYNOPSIS OF SUCCESSFUL CONCILIATIONS

OCTOBER 1st, 1962 to DECEMBER 31st, 1962

1. Alberta Teachers' Association and Calgary Separate School District No. 1, Calgary, Alberta.

Conciliation Commissioner - R. H. R. Clement

The area of agreement is as follows:-

SALARY GRID

A similar grid to the Calgary School District No. 19, which became effective September 1st, 1962; subject to orderly transition from the previous agreement of the Calgary Catholic Separate District No. 1.

ADDITIONAL PAYMENTS (SALARY GRID)

Provision for additional payments above maximum to certain teachers who may be designated by the Board to perform specific functions.

ADDITIONAL ALLOWANCE

Provision for an additional allowance of \$100.00 to teachers of Grade I classes.

Provision for an additional allowance of \$400.00 to Department Heads designated by the Board.

DEPENDENT ALLOWANCE

Deletion of the present allowance of \$120.00.

TERM OF AGREEMENT

Effective September 1, 1962, until varied by collective bargaining in accordance with the Alberta Labour Act.

2. Bakery and Confectionary Workers International Union of America Local 290, Lethbridge and Marquis Pastry and Candy Shop Ltd., Lethbridge, Alberta.

Conciliation Commissioner - R. H. R. Clement

The parties agreed to renew the present and existing agreement for another year.

3. The United Packinghouse, Food and Allied Workers, Local No. 740, Lethbridge, and Catelli Food Products (Lethbridge) Ltd., Lethbridge, Alberta.

Conciliation Commissioner - R. H. R. Clement

The parties agreed to the following settlement:

1. Wages and Hours

(a) Effective the start of the pay period immediately following date of signing the hours of work will be forty-three (43) weekly to be worked in five (5) days.

(b) Effective one (1) year later the hours of work will be forty-two (42) weekly to be worked in five (5) days.

(c) An exception to the five (5) day work week may be made in the case of the midnight production shift which may be required to work six (6) days in order to attain the weekly hours.

(d) The wage rates and classifications will be as follows:

<u>CLASSIFICATION</u>	<u>HOURLY RATE OF PAY</u>	
	Effective start of pay period after signing	Effective one (1) year later
<u>MALE EMPLOYEES</u>		
Maintenance Help A	1.77	1.85
Maintenance Help B	1.56	1.64
Shipper Assistant	1.68	1.76
Machine Operator	1.54	1.62
Stringer & Dough Breaker	1.49	1.57
General Help	1.44	1.52
<u>FEMALE EMPLOYEES</u>		
Packer & General Help	1.11	1.17
Cleaner	.95	1.01

(e) The shift premium will be four cents (4¢) per hour for all regular hours worked on second and third shifts, i.e. the afternoon and midnight shifts.

2. The Agreement will continue in effect until the 31st day of December, 1964.

. The Alberta Teachers' Association and the County of Paintearth No. 18, Castor, Alberta.

Conciliation Commissioner - C. B. Dagg

The settlement was on the following basis:

1. GRID:

1	2	3	4	5	6
3000	3500	4000	4800	5100	5400
6x200	4x250	2x300	3x350	3x350	3x350
2x150	4x200	6x250	6x300	6x300	6x300
1x100	1x100	1x200			
4600	5400	6300	7650	7950	8250

2. Administration:

Principals - Shall be paid at the rate of \$150.00 for the first five rooms, and \$100.00 for each additional classroom, all to maximum of \$1400.00 per year.

Vice-Principals - one half of the principals' allowance in total.

3. Term of Agreement:

September 1st, 1962 to August 31st, 1963.

5. United Brotherhood of Carpenters and Joiners of America, Local Union 1325, Edmonton and Sargent Construction Ltd., Winnipeg, Manitoba.

Conciliation Commissioner - C. B. Dagg

The parties agreed to the following settlement:

1. Wages

Journeymen \$2.70 per hour effective to March 31, 1963.

The term of the agreement to be for one (1) year.

6. International Association of Machinists Lodge 1722, and Liberty Machine Works Limited, Edmonton, Alberta.

Conciliation Commissioner - M. Leonard

The parties agreed to the following agreement:

1. Wages

Effective October 1, 1962 an increase of 3 3/4% be granted to all classifications.

The term of the agreement to be for one (1) year.

7. Retail Clerks International Association, Local 401, and J. H. Ashdown Hardware Company Limited, Edmonton, Alberta.

Conciliation Commissioner - M. Leonard

1. Wages

Salary adjustments in various classifications providing for rates ranging from \$155.00 per month for junior clerks to \$268.75 per month for shippers and receivers in the first year and from \$162.35 to \$278.00 per month in the second year.

The term of the agreement to be for two (2) years.

8. Black, Sivals and Bryson Employees Association and Black, Sivals and Bryson Ltd., Edmonton, Alberta.

Conciliation Commissioner - C. B. Dagg

The parties agreed to the following settlement:

1. Wages

Effective November 1, 1962 an increase of five cents (5¢) per hour to August 14, 1963.

2. Agreement to be retroactive to August 15, 1962.

The term of the agreement to be for one (1) year.

9. The United Packinghouse, Food and Allied Workers, Local No. 740, Lethbridge, and Canadian Dressed Meats (Lethbridge) Limited, Lethbridge, Alberta.

Conciliation Commissioner - R. H. R. Clement

The main points are as follows:

1. WAGES

(a) The rate of wages currently paid except classification increases affecting twelve (12) men and ranging from two (2) cents per hour to five (5) cents per hour.

(b) A re-opening clause on wages only on June 1st, 1963.

2. HOURS OF WORK

(a) A work week of forty-two and a half ($42\frac{1}{2}$) hours per week to be worked in five (5) days (Monday to Friday) for killing floor only. Other employees in the bargaining unit could be scheduled to work forty-two and a half ($42\frac{1}{2}$) hours in a six (6) day operation. Efforts will be made by management to contain these hours in a five (5) day week.

(b) A guaranteed work week of thirty-six (36) hours; subject to contract provisions.

3. UNION SECURITY

A Maintenance of Membership clause.

4. OVERTIME

Arrangements for one and one-half times the regular rate in excess of nine (9) hours per day or forty-two and a half ($42\frac{1}{2}$) hours per week. Twice times the regular rate for attendance in excess of fourteen (14) continuous hours. Provision for twice times regular pay for work on non-scheduled Sundays.

5. PLANT SENIORITY

After three (3) months provationary period.

6. STATUTORY HOLIDAYS

Eight (8) holidays with pay as follows:-
Victoria Day, Dominion Day, Labour Day, Thanksgiving
Day, Christmas Day, Boxing Day, New Year's Day,
Good Friday.

7. EMERGENCY CALL-IN

A minimum payment of four (4) hours if called in
outside working hours.

8. REST PERIODS

Provision for rest periods of ten (10) minutes each
during morning and afternoon shifts, provided the
working time of the shift exceeds 2½ hours.

9. VACATIONS

In accordance with Alberta Labour Act.

10. SICK PAY AND WELFARE PLAN

The Company will agree to share M.S.I. costs on a
50/50 basis, or one-third participation in any other
approved Insurance Plan with broader coverage.

11. TERM OF CONTRACT

One year from December 11, 1962 to December 10, 1963.

10. The International Union of Electrical Radio and Machine Workers,
Local Union No. 586, Lethbridge, and Automatic Electric (Canada)
Limited, Lethbridge, Alberta.

Conciliation Commissioner - R. H. R. Clement

The parties agreed to the following settlement:

1. WAGES

On and from December 23rd, 1962 the following increases:-

Male Employees

Four (4) cents per hour.

On and from December 23rd 1963 a further increase
of two (2) cents per hour.

Female Employees

On and from December 23rd, 1962 the following in-
creases:-

Starting Rate
Up to 2 years experience
After 2 years experience

One (1) cent per hour
two (2) cents per hour
three (3) cents per hour

Inspectors Two (2) cents per hour

On and from December 23rd, 1963, further increases as follows:-

Starting Rate	Two (2) cents per hour
Up to 2 years experience	two (2) cents per hour
After 2 years experience	two (2) cents per hour

Inspectors two (2) cents per hour.

2. UNION SECURITY

(a) A Maintenance of Membership Clause as follows:-

"The parties hereto mutually agree that each employee who becomes a member of the Union, and who has completed the provationary period shall be obliged to pay to the Union an amount equal to the regular Union dues currently in effect, and give the Company an authorization to deduct such dues."

(b) Deletion of escape clause - 14.07.

(c) Amendment or deletion of clause - 14.03.

3. STATUTORY HOLIDAYS

An additional holiday - November 11th.

4. TERM OF CONTRACT

Two years from December 23rd, 1962 to December 22nd, 1964.

THE ALBERTA LABOUR ACT

CONCILIATIONS

SHOWN AS PENDING

PREVIOUSLY

THE ALBERTA LABOUR ACT

CONCILIATIONS

(Shown as Pending)

SEPTEMBER 30th, 1962

<u>DISPUTES</u>	<u>CONCILIATOR</u>	<u>RESULT</u>
1. International Association of Bridge, Structural and Ornamental Ironworkers, Shopmens Local Union No. 776, Edmonton and Fenrich Prestressed Concrete Ltd., Edmonton, Alberta.	T. T. GROTHEN	CONCILIATION BOARD
2. International Association of Bridge, Structural and Ornamental Ironworkers, Shopmens Local Union No. 776, and Tru-Cast Step Co. Ltd., Edmonton, Alberta.	T. T. GROTHEN	CONCILIATION BOARD
3. Alberta Teachers' Association and Lethbridge School Division No. 7, Lethbridge, Alberta.	R. H. R. CLEMENT	CONCILIATION BOARD
4. Alberta Teachers' Association and Taber School Division No. 6, Taber, Alberta.	R. H. R. CLEMENT	CONCILIATION BOARD
5. Alberta Teachers' Association and Pincher Creek School Division No. 29, Pincher Creek, Alberta.	R. H. R. CLEMENT	CONCILIATION BOARD
6. Alberta Teachers' Association and Calgary Separate School District No. 1, Calgary, Alberta.	R. H. R. CLEMENT	SETTLED
7. International Woodworkers of America Local 1-207, Edmonton and Imperial Lumber Company Limited, Edmonton - planing mill at Marlaboro, Alberta.	C. B. DAGG	CONCILIATION BOARD
8. International Woodworkers of America, Local 1-207, Edmonton and Imperial Lumber Company Limited, Edmonton - planing mill at Kinuso, Alberta.	C. B. DAGG	CONCILIATION BOARD
9. International Woodworkers of America Local 1-207 Edmonton and Imperial Lumber Company Limited, Edmonton, with planing mill in Barrhead, Alberta.	C. B. DAGG	CONCILIATION BOARD
10. International Woodworkers of America Local 1-207, Edmonton and Imperial Lumber Company Limited, Edmonton, with planing mill at Athabasca, Alberta.	C. B. DAGG	CONCILIATION BOARD

11. International Woodworkers of America Local 1-207, Edmonton and Imperial Lumber Company Limited, Edmonton, with planing mill at Grande Prairie, Alberta. C. B. DAGG CONCILIATION BOARD
12. Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees Union Local 579, Edmonton and Elks Recreation Centre, Edmonton, Alberta. G. B. DAGG PENDING
13. Retail Clerks International Association, Local 397, Calgary, Alberta, and National System of Baking Limited, Calgary, Alberta. J. R. HUTTON WITHDRAWN
14. International Union of United Automobile, Aircraft, Agricultural Implement Workers of America, Local 1227, and Universal Sales & Service Ltd., Calgary, Alberta. J. R. HUTTON CANCELLED
15. International Molders and Allied Workers Union Local 360, and Parkhill Bedding & Furniture Ltd., Calgary, Alberta. J. R. HUTTON CONCILIATION BOARD
16. Canadian Brotherhood of Railway, Transport and General Workers Local 325 and Banff Springs Hotel, Banff, Alberta. J. R. HUTTON SETTLED
17. International Union of Operating Engineers, Local 955, Calgary, Alberta and Gallelli Sand & Gravel Company Limited, Calgary, Alberta. J. R. HUTTON CONCILIATION BOARD
18. Amalgamated Association of Street, Electric Railway Motor Coach Employees of America, Local No. 987, and City of Lethbridge, Lethbridge, Alberta. J. R. HUTTON SETTLED
19. Driver Salesmen, Plant, Warehouse, and Cannery Employees, Local Union No. 987 and Standard Rebuilt Products, Calgary, Alberta. R. H. R. CLEMENT CONCILIATION BOARD
20. United Brotherhood of Carpenters and Joiners of America, Local 846, and Kenwood Engineering Construction Limited, Lethbridge, Alberta. J. R. HUTTON CONCILIATION BOARD
21. United Brotherhood of Carpenters and Joiners of America, Local 846, and Oland Construction (1959) Ltd., Lethbridge, Alberta. J. R. HUTTON CONCILIATION BOARD
22. United Brotherhood of Carpenters and Joiners of America, Local 846, and Richard Osterberg, Lethbridge, Alberta. J. R. HUTTON CONCILIATION BOARD

23.	United Brotherhood of Carpenters and Joiners of America, Local 846, Lethbridge, Alberta, and Balbi Construction, Lethbridge, Alberta.	J. R. HUTTON	CONCILIATION BOARD
24.	United Brotherhood of Carpenters and Joiners of America, Local 846, Lethbridge, Alberta, and Southern Alberta Construction, Lethbridge, Alberta.	J. R. HUTTON	CONCILIATION BOARD
25.	United Brotherhood of Carpenters and Joiners of America, Local 846, Lethbridge, Alberta, and Doricitti Construction Ltd., Lethbridge, Alberta.	J. R. HUTTON	CONCILIATION BOARD
26.	United brotherhood of Carpenters and Joiners of America, Local 846, Lethbridge, Alberta, and L. P. Construction Co., Lethbridge, Alberta.	J. R. HUTTON	CONCILIATION BOARD
27.	United Brotherhood of Carpenters and Joiners of America, Local 846, Lethbridge, Alberta and Fine Construction Co. Ltd., Lethbridge, Alberta.	J. R. HUTTON	CONCILIATION BOARD
28.	Rod Warriors, Building and Common Laborers Union, Local 827, Lethbridge, Alberta and Kenwood Engineering Construction Ltd., Lethbridge, Alberta.	J. R. HUTTON	SETTLED
29.	The Retail Clerks International Association, Local 401, Edmonton, Alberta, and Calmar Supermarket Ltd., Edmonton, Alberta.	M. LEONARD	SETTLED
30.	Sheet Metal Workers' International Association, Local Union No. 271, Edmonton, Alberta, and Green's Body Shop.	J. B. ADAMS	CONCILIATION BOARD
31.	Sheet Metal Workers International Association, Local Union No. 271, Edmonton, Alberta, and S. Grosso Motors Ltd. Auto Body Shop, Edmonton, Alberta.	J. B. ADAMS	CONCILIATION BOARD
32.	Sheet Metal Worker's International Association, Local Union No. 271, Edmonton, Jenner Motors Ltd., Edmonton, Alberta.	J. B. ADAMS	CANCELLED
33.	Sheet Metal Worker's International Association, Local Union No. 271, Edmonton, Alberta, and C & C Auto Body Shop, Edmonton, Alberta.	J. B. ADAMS	CONCILIATION BOARD
34.	Sheet Metal Worker's International Association, Local Union No. 271, Edmonton, Alberta, and Aurora Auto Body Co. Ltd., Edmonton, Alberta.	J. B. ADAMS	CONCILIATION BOARD

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| 35. | Sheet Metal Worker's International Association, Local Union No. 271, Edmonton, Alberta, and Twin Star Auto Body Ltd., Edmonton, Alberta. | J. B. ADAMS | CONCILIATION BOARD |
| 36. | Sheet Metal Workers' International Association, Local Union 271, Edmonton, Alberta, and Quality Body Shop, Edmonton, Alberta. | J. B. ADAMS | CONCILIATION BOARD |
| 37. | Sheet Metal Workers' International Association, Local Union No. 271, Edmonton, Alberta, and Provincial Body Ltd., Edmonton, Alberta. | J. B. ADAMS | CONCILIATION BOARD |
| 38. | Sheet Metal Workers' International Association, Local Union No. 271, Edmonton, Alberta, and Henry's Auto Body Shop, Edmonton, Alberta. | J. B. ADAMS | CONCILIATION BOARD |
| 39. | Sheet Metal Workers' International Association, Local Union No. 271, Edmonton, Alberta, and Crescent Motor Company Ltd., Edmonton, Alberta. | J. B. ADAMS | CONCILIATION BOARD |
| 40. | Sheet Metal Workers' International Association, Local Union No. 271, Edmonton, Alberta, and Capital Auto Body Ltd., Edmonton, Alberta. | J. B. ADAMS | CONCILIATION BOARD |

CONCILIATIONS

J

THE ALBERTA LABOUR ACT

CONCILIATIONS

OCTOBER 1st, 1962 to DECEMBER 31st, 1962.

<u>DISPUTES</u>	<u>CONCILIATOR</u>	<u>RESULT</u>
1. The Alberta Teachers' Association and the County of Paintearth No. 18, Castor, Alberta.	C. B. DAGG	SETTLED
2. International Association of Machinists, Lodge No. 1722, Edmonton and Liberty Machine Works Limited, Edmonton, Alberta.	M. LEONARD	SETTLED
3. Amalgamated Meat Cutters and Butcher Workmen of North America, Local 373, Calgary and Medicine Hat Co-op limited, Medicine Hat, Alberta.	C. A. FREY	SETTLED
4. The United Brotherhood of Carpenters and Joiners of America Locals 1779 and 2103, Calgary, and Sargent Construction Ltd., Calgary, Alberta.	R. H. R. CLEMENT	WITHDRAWN
5. Bakery and Confectionery Workers International Union of America, Local No. 290, Calgary and Marquis Pastry and Candy Shop Ltd., Lethbridge, Alberta.	R. H. R. CLEMENT	SETTLED
6. United Brotherhood of Carpenters and Joiners of America Local Union 1325, Edmonton and Sargent Construction Ltd., Winnipeg, Alberta.	C. B. DAGG	SETTLED
7. International Woodworkers of America Local 1-207, Edmonton and Zeidler Plywood Corporation Ltd., Edmonton, Alberta.	M. LEONARD	CONCILIATION BOARD
8. United Packinghouse, Food and Allied Workers Local 740, Lethbridge and Canadian Dressed Meat (Lethbridge) Limited, Lethbridge, Alberta.	R. H. R. CLEMENT	SETTLED
9. United Packinghouse, Food and Allied Workers Local 740, Lethbridge, and Catelli Food Products (Lethbridge) Ltd., Lethbridge, Alberta.	R. H. R. CLEMENT	SETTLED

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| 10. | Robin-Nodwell Employees Association Calgary, Alberta, and Van-Wilson Limited, Calgary, Alberta. | J. R. HUTTON | CONCILIATION BOARD |
| 11. | Calgary Typographical Union No. 449, and Albertan Publishing Co. Ltd. Calgary, Alberta. | R. H. R. CLEMENT | PENDING |
| 12. | United Cement, Lime & Gypsum Workers International Union Local 345, Calgary and Western Gypsum Products Limited, Calgary, Alberta. | J. R. HUTTON | PENDING |
| 13. | Canadian Brotherhood of Railway, transport and General Workers and Canadian Pacific Railway Company (Palliser Hotel, Calgary, Alberta. | J. R. HUTTON | CONCILIATION BOARD |
| 14. | Alberta Teachers' Association and St. Albert Protestant Separate School District No. 6, St. Albert, Alberta. | C. B. DAGG | PENDING |
| 15. | Black Sivalls & Bryson Ltd., and B. S. & B. Employees' Association, Edmonton, Alberta. | C. B. DAGG | SETTLED |
| 16. | Alberta Teachers' Association and Spirit River School Division No. 47, Spirit River, Alberta. | C. B. DAGG | PENDING |
| 17. | United Brotherhood of Carpenters and Joiners of America, Local 1923, Camrose, and Poole Construction Company Limited, Camrose, Alberta. | J. B. ADAMS | UNSUCCESSFUL. NO BOARD ESTABLISHED |
| 18. | United Cement, Lime and Gypsum Workers International Union, Local 345 and Domtar Construction Materials Ltd., Calgary, Alberta. | J. R. HUTTON | PENDING |
| 19. | The National Union of Public Employees Local No. 366, Lethbridge, and The Medicine Hat Public Library Board, Medicine Hat, Alberta. | C. A. FREY | PENDING |
| 20. | Retail Clerks International Association, Local 401, Edmonton and The J. H. Ashdown Hardware Company, Limited, Edmonton, Alberta. | M. LEONARD | SETTLED |

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| 21. | International Chemical Workers Union Local 465, Calgary and The Consolidated Mining and Smelting Company of Canada Limited, Calgary, Alberta. | R. H. R. CLEMENT | PENDING |
| 22. | International Union of Electrical, Radio and Machine Workers, Local Union 586 and Automatic Electric (Canada) Limited, Lethbridge, Alberta. | R. H. R. CLEMENT | SETTLED |
| 23. | National Union of Public Employees, Local Union No. 853, Calgary, and Calgary Downtown Parking Corporation, Calgary, Alberta. | R. H. R. CLEMENT | PENDING |
| 24. | The International Printing Pressmen and Assistants' Union of North America and its subordinate Local No. 547 of the Edmonton Printing Specialties and Paper Products Union and Continental Can Company of Canada Limited, Edmonton, Alberta. | J. B. ADAMS | PENDING |
| 25. | Alberta Teachers' Association and Leduc School Division No. 49, Leduc, Alberta. | C. B. DAGG | PENDING |
| 26. | Alberta Teachers' Association and County of Warner No. 5, Warner, Alberta. | R. H. R. CLEMENT | PENDING |
| 27. | Beverage Dispensers' International Union, Local No. 265 Calgary and Flag Hotel Ltd., Shield Hotel Ltd., Prince Hotel Ltd., Calgary, Alberta. (Black Night Cocktail Lounge.) | J. R. HUTTON | PENDING |
| 28. | Retail, Wholesale and Department Store Union, Local 1105, Edmonton and Capital Cleaners and Laundry Ltd., Edmonton, Alberta. | J. B. ADAMS | UNSUCCESSFUL. NO BOARD ESTABLISHED |
| 29. | International Union, United Automobile, Aircraft, Agricultural Implement Workers of America, Local 1227, Calgary and International Harvester Company of Canada Ltd., Calgary, Alberta. | J. R. HUTTON | PENDING |

30. National Union of Public Employ-R. H. R. CLEMENT PENDING
ees Local 809, Brooks and
Brooks School District No. 2092,
Brooks, Alberta.
31. Calgary Printing Trades Union J. R. HUTTON PENDING
Local No. 1, Calgary and the
Calgary Herald, Calgary,
Alberta.

CONCILIATION BOARD AWARDS

K

TO:

The Honourable R. Reiersen,
Minister of Labour,
Edmonton, Alberta.

Sir:-

IN THE MATTER OF The Alberta Labour Act and
a dispute between the Alberta Teachers'
Association and Three Hills School Division
No. 60, Trochu, Alberta.

In respect of the meaning of Clause 5.2 of the Award
of the Conciliation Board, the Board reconvened on October 3rd, 1962,
under the provisions of Section 93 (5) of The Alberta Labour Act.

The Conciliation Board's opinion as to the meaning of
Clause 5.2 is:-

"Each teacher who qualified for marital allowance
during the year 1961-62 be paid during 1961-62
the sum of one hundred dollars (\$100.00) in lieu
of marital allowance, which the Conciliation Board
recommended be deleted from the 1961-62 agreement."

All of which is respectfully submitted,

DATED at Edmonton, Alberta, this 3rd day of October, 1962.

(SIGNED)

G. L. MOWAT, Chairman,
Conciliation Board.

(SIGNED)

J. J. O'CONNOR, Member,
Conciliation Board.

(SIGNED)

W. W. NALDER, Member,
Conciliation Board.

TO:

The Honourable R. Reiersen,
Minister of Labour,
Edmonton, Alberta.

Sir:-

A W A R D

IN THE MATTER OF The Alberta Labour Act and a
dispute between the United Brotherhood of
Carpenters and Joiners of America, Local Union
No. 1325, Edmonton, and Capital Management Ltd.,
Edmonton, Alberta.

The Conciliation Board appointed by Order-in-Council
No. 1398/62 dated September 11th, 1962, met with representatives
of the parties to the dispute and considered the representations
made by the said parties.

The Members of the Conciliation Board were:-

MR. J. STANLEY ROSS, Q.C., Chairman.
MR. R. G. SLATTER, Member representing the Union.
MR. DONALD H. BOVEN, Member representing the Employer.

The complete collective agreement was at issue and was
referred to the Conciliation Board.

The Conciliation Board considered the Union's insistence
that the existing contract entered into between the General
Contractors' Section of The Edmonton Builders' Exchange and the
United Brotherhood of Carpenters and Joiners of America, Local No.
1325, be adopted without change. The Company asked for a number of
variations and it was pointed out to the Conciliation Board that the
Company was not a Member of the Edmonton Builders' Exchange and had
accordingly taken no part in nor had any say as to the terms of the
Edmonton Builders' Exchange Agreement which for the purpose of this
Award will be referred to as the basic agreement.

The Conciliation Board also took into consideration the
fact that with regard to this Company, this was its first agreement
and that it claimed for the most part that its intention was to
operate in the field of house building.

Keeping these factors in mind, the Conciliation Board
proposes that the terms of the basic contract be adopted except as
hereinafter amended and in view of the fact that The Alberta Labour
Act requires a minimum agreement of one year, it is recommended that
the agreement be dated as of April 1st, 1962, continuing until March
31st, 1963.

With regard to Clause 3, SCOPE - it is recommended that
Clause (c) be added as follows:-

"(c) All employees of the employer employed in house
building shall be excluded from the provisions of
this agreement."

The foregoing addition to the basic agreement has been made in view of the evidence that the basic agreement primarily applies to Contractors operating on projects apart from house building and that house building from the point of view of union organization and methods of operation is different from other types of construction and the purpose of this recommendation is that in so far as the employer restricts its operations to house building the contract should not apply but that in all cases of other types of construction, the contract should apply as closely to the terms of the basic agreement as it fair and reasonable.

With regard to Clause 4 of the basic agreement - UNION RIGHTS - the Conciliation Board is of the opinion that the changes proposed by the Company should not be accepted and that Clause 4 of the basic agreement in its entirety should apply without prejudice to any rights the Company may have to contest the certification. The Conciliation Board, however, felt that as this was a first agreement and inasmuch as some employees of the Company had received employment without any union requirements, that an addition should be made to Clause 4 (e) as follows:

"Provided that the provisions of this clause shall not apply to any employee of the company who was in the employ of the Company on May 1st, 1962, so long as such employee remains continuously in the employment of the Company but that in the event of any such employee joining the union during his employment or ceasing to be employed by the Company and being re-employed that then and in such event such employee shall be subject to the provisions of Clause 4 (e)."

With regard to Clause 5, MANAGEMENT RIGHTS - it is recommended that the wording be amended to include the terms "layoff and demote" so that the said clause will read as follows:-

"(a) The Union recognizes the right of the employer to the management of its plant and the direction of the working forces, including the right to select, hire, promote, demote, transfer, layoff or discharge any employee for just cause".

and that the balance of the clause remain unaltered.

It is further recommended that Paragraph (c) of Clause 5 be amended by adding at the end thereof immediately after the word "premises" the following:- "nor shall they take any other employment during off hours."

The Company having asked for amendments to Clause 6, the Conciliation Board is of the opinion that no change should be made.

With regard to Clause 7, the Company asked for an additional clause for clarification purposes and the Conciliation Board understood from the Union that it would in fact adhere to the spirit of the Company's proposal and the Conciliation Board is of the opinion that in view of the fact that this apparent understanding was not specifically incorporated in the Contract that Paragraph (f) should be added to Clause 7 as follows:-

"(f) Nothing in this clause shall oblige the employer to provide transportation or pay travelling time to an employee working within the corporate limits of Edmonton or Jasper Place."

With regard to Clause 8 and because the Company does not belong to the Edmonton Builders' Exchange, it is recommended that Clause (b) be amended by striking out the words "two Members of the Builders' Exchange and two from the Union" and substituting the words "a member appointed by the employer and a member appointed by the union" and that the next sentence be amended by striking out the word "four" and substituting the word "two" in place thereof.

With respect to Clause 10, HOURS OF WORK - the Company had proposed an exemption respecting Rowand House now under construction but the Conciliation Board is of the opinion that no exemption should be made and that Clause 10 of the basic agreement should be incorporated without change except the same should be prefaced by the provision "commencing on the 1st day of October, 1962," which should be inserted prior to Clause (a). The intention of the Conciliation Board being that notwithstanding the dating back of the contract, the restriction in hours in accordance with the basic contract shall become effective on October 1st, 1962, and that there shall be no claims or rights predating that date.

With regard to Clause 11 - WORKING CONDITIONS - it is recommended that Paragraph (b) be amended by adding immediately after the last word thereof "clothing" the following words, - "Having supplied locked premises, the Employer's liability for safety shall cease."

With respect to Clause 12, WAGES - it is the opinion of the Conciliation Board that having excluded house building from the provisions hereof, the company should be required to pay the wages agreed upon in the basic Builders' Exchange Agreement which the Conciliation Board was informed are the going wages for contractors excluding house builders and accordingly it is recommended that Paragraph (a) be deleted and the following substituted therefor:-

"(a) Commencing on the 1st day of October, 1962, the minimum wage rate for Journeymen Carpenters shall be \$2.70 per hour. Journeymen in charge of work shall receive not less than 15¢ per hour over the rate of Journeymen."

The Conciliation Board further recommends that apart from the changes and amendments here and before set out that all other provisions of the basic agreement shall apply.

All of which is respectfully submitted,

(SIGNED)

W. STANLEY ROSS, A.C.,
Chairman.

(SIGNED)

R. G. SLATTER,
Member.

(SIGNED)

DONALD E. BOWER,
Member.

TO:

The Honourable R. Reiersen,
Minister of Labour,
Edmonton, Alberta.

Sir:-

A W A R D

IN THE MATTER OF The Alberta Labour Act and a
dispute between the Hod Carriers, Building and
Common Labourers' Union, Local No. 92, Edmonton,
and Capital Management Ltd., Edmonton, Alberta.

The Conciliation Board appointed by Order-in-Council
No. 1551/62 dated October 2nd, 1962, met with representatives of the
parties to the dispute and considered the representations made by the
said parties.

The Members of the Conciliation Board were:-

MR. W. STANLEY ROSS, Q. C. Chairman.
MR. DONALD H. BOWEN, Member representing the Employer.
MR. I. C. NESSEL, Member representing the Union.

The Conciliation Board took into consideration the fact
that with regard to this company, this was its first agreement and that
it claimed for the most part that its intention was to operate in the
field of house building.

Keeping these factors in mind, the Conciliation Board
proposes that the terms of the basic Edmonton Builders' Exchange
contract be adopted, except as hereinafter amended and in view of the
fact that the Alberta Labour Act requires a minimum agreement for one
year, it is recommended that the agreement be dated as of April 1st,
1962, continuing until March 31st, 1963.

With further respect to Clause 2 -- the Parties have
agreed that this clause should read:

"Should either party wish to change, add to,
amend or terminate this agreement at least
60 days notice prior to expiration date
should be given in writing to the other
party by registered mail or by hand."

The foregoing Clause having been agreed to by the Parties
the Conciliation Board concurs.

With regard to Clause 3, SCOPE -- it is recommended that
Clause (c) be added as follows:-

"(c) All employees of the employer employed in
house building shall be excluded from the
provisions of this agreement."

The foregoing addition to the basic agreement has been made in view of the evidence that the basic agreement primarily applies to Contractors operating on projects apart from house building from the point of view of union organization and methods of operation is different from other types of construction and the purpose of this recommendation is that in so far as the employer restricts its operations to house building the contract should not apply but that in all cases of other types of construction, the contract should apply as closely to the terms as the basic agreement as is fair and reasonable.

With regard to Clause 4 of the basic agreement -- UNION RIGHTS - the Conciliation Board is of the opinion that the changes proposed by the Company should not be accepted and that Clause 4 of the basic agreement in its entirety should apply without prejudice to any rights the Company may have to contest the certification. The Conciliation Board, however, felt that as this was a first agreement and inasmuch as some employees of the Company had received employment without any union requirements, that an addition should be made to Clause 4 (e) as follows:

"Provided that the provisions of this clause shall not apply to any employee of the Company who was in the employ of the Company on May 1st, 1962, so long as such employee remains continuously in the employment of the Company but that in the event of any such employee joining the union during his employment or ceasing to be employed by the Company and being re-employed that then and in such event such employee shall be subject to the provisions of Clause 4 (e)."

With regard to Clause 5, MANAGEMENT RIGHTS -- it is recommended that the wording be amended to include the terms "layoff and demote" so that the said clause will read as follows:-

"(a) The Union recognizes the right of the employer to the management of its plant and the direction of the working forces, including the right to select, hire, promote, demote, transfer, layoff or discharge any employee for just cause."

and the balance of the clause remain unaltered.

It is further recommended that Paragraph (c) of Clause 5 be amended by adding at the end thereof immediately after the word "premises" the following:-

"nor shall they take any other employment during off hours."

With regard to Clause 7, the Company asked for an additional clause for clarification purposes and the Conciliation Board understood from the Union that it would in fact adhere to the spirit of the Company's proposal and the Conciliation Board is of the opinion that in view of the fact that this apparent understanding was not specifically incorporated in the Contract that Paragraph (f) should be added to Clause 7 as follows:-

"(f) Nothing in this clause shall oblige the employer to provide transportation or pay travelling time to an employee working within the corporate limits of Edmonton or Jasper Place."

With respect to Clause 10, HOURS OF WORK -- the Company had proposed the exemption respecting Rowand House now under construction but the Conciliation Board is of the opinion that no exemption should be made and that Clause 10 of the basic agreement should be incorporated without change except the same should be prefaced by the provision "commencing on the 1st day of October, 1962," which should be inserted prior to Clause (a). The intention of the Conciliation Board being that notwithstanding the dating back of the contract, the restriction in hours in accordance with the basic contract shall become effective on October 1st, 1962, and that there shall be no claims or rights predating that date.

With respect to Clause 12, WAGES -- It is the opinion of the Conciliation Board that having excluded house building from the provisions hereof, the Company should be required to pay the wages agreed upon in the basic Builders' Exchange Agreement which the Conciliation Board was informed are the going wages for contractors excluding house builders and accordingly it is recommended that Paragraph (a) be deleted and the following substituted therefor:-

"(a) Commencing on the 1st day of October, 1962, the minimum wage rate shall be:

General Labourers	\$ 1.95
Mortar Mixers	2.05
Mortar Buggy Operators	2.05
Toolcrib Men	2.05
Farm Tractor Operators	2.05

In view of the foregoing, Clause (b) is eliminated and Clauses (c), (d), (e) and (f) shall remain without change but are re-numbered accordingly.

Throughout the aforesaid Edmonton Builders' Exchange contract, the term "Contractor" or "Employer" has been used in a number of clauses, and it is recommended that the term "Contractor" and the term "Employer" wherever they appear, shall be replaced by the term "Company."

The Conciliation Board further recommends that apart from the changes amended here and before set out, that all other provisions of the basic agreement shall apply.

All of which is respectfully submitted,

(SIGNED)

W. STANLEY ROSS, Q.C.,
Chairman - Conciliation Board.

(SIGNED)

CONALD H. BOWEN, Member,
Conciliation Board.

(SIGNED)

I. C. NESSEL, Member,
Conciliation Board.

TO:

The Honourable R. Reiersen,
Minister of Labour,
Edmonton, Alberta.

Sir:-

A W A R D

IN THE MATTER OF The Alberta Labour Act and
a dispute between the Amalgamated Association
of Street, Electric Railway and Motor Coach
Employees of America, Division No. 569,
Edmonton, Alberta, and The Corporation of the
City of Edmonton, Edmonton, Alberta.

The Conciliation Board appointed by Order-in-Council No. 1357/62 dated September 4th, 1962, met with representatives of the parties to the dispute and considered the representations made by the said parties.

The Members of the Conciliation Board were:-

MR. MURRAY S. COOKE, Chairman.
MR. A. DUBENSKY, Member representing Division No. 569.
MR. ROBERT N. HARVEY, Member representing the City of
Edmonton.

The issues referred to the Conciliation Board were:

1. Rates of Pay.
2. Service Pay.
3. Annual Vacations.
4. Two (2¢) cents per hour adjustment for tradesmen.
5. Adjustment in some classifications.
6. Pension rights.
7. Uniforms.
8. Sick leave.
9. Promotion & Seniority.

Having heard the submissions of both parties and carefully assessed the evidence and material provided and/or acquired and particularly the factors which appear to have prevented the conclusion of an agreement without further delay it is recommended:-

1. RATES OF PAY

Six (6¢) cents per hour increase retroactive to January 1st, 1962, and five (5¢) cents per hour increase effective January 1st, 1963.

The term of the agreement shall be from January 1st, 1962, to December 31st, 1963.

2. SERVICE PAY

Service Pay be extended to Dispatchers only on the same basis as it presently applies to Operators.

The principle for Service Pay enunciated by the Union, i.e. limited promotional and/or other opportunity, does not correctly describe the situation for Dispatchers but there is some merit in that it is evident that opportunity is restricted by the limited number of positions and there is a relationship and similarity between Operators and Dispatchers that can be interpreted to favour similar conditions of employment.

The concept of Service Pay based on limited or restricted opportunity does not apply to tradesmen since they are eligible to compete for positions outside the unit and within the civic organization and in most instances can compete in other than the civic organization.

3. ANNUAL VACATIONS

No change in annual vacations.

4. TWO (2¢) CENTS PER HOUR ADJUSTMENT FOR TRADESMEN

Two (2¢) cents per hour increase be granted in addition to the six (6¢) cents per hour general increase for tradesmen described as follows:- Blacksmith; Welder; Coach Body Repairman; Painter; Mechanic - Trolley Coach; Mechanic - Automotive; as shown in Group II (a) II (b) Pages 10 and 11 of the old agreement.

Arguments in support of the two (2¢) cents per hour adjustment to Tradesmen cannot be considered sound in principle. A justification for this recommendation and a retention of a differential is precedent and relationships within the unit. The only basis for differentials can be one of the relationship between trades according to trade qualification requirements.

5. ADJUSTMENT IN SOME CLASSIFICATIONS

While the individual concerned, Mr. E. Couture, is certified as a journeyman steamfitter, it has been stated and not disputed that these qualifications are not required for this job. The principle of paying for special qualifications in excess of the job requirements cannot be conceded.

With reference to the remaining issues referred to the Conciliation Board, namely, Items 6, 7, 8, and 9 - the Conciliation Board has been advised by both parties that these are not in dispute in so far as this Board is concerned and, therefore, no recommendations are made.

DATED at Edmonton, Alberta, this 2nd day of November, 1962.

All of which is respectfully submitted,

(SIGNED)

MURRAY S. COOKE,
Chairman.

(SIGNED)

A. DUBENSKY,
Member.

(SIGNED)

ROBERT N. HARVEY,
Member.

TO:

The Honourable R. Reiersen,
Minister of Labour,
Edmonton, Alberta.

Sir:-

MINORITY REPORT

IN THE MATTER OF The Alberta Labour Act and
a dispute between the Amalgamated Association
of Street, Electric Railway and Motor Coach
Employees of America, Division No. 569,
Edmonton, Alberta, and The Corporation of the
City of Edmonton, Edmonton, Alberta.

I am in agreement with the recommendations made in the Conciliation Board's recommendations with the exception of Service Pay for Dispatchers and with a reservation regarding the basis on which the two cents per hour for Tradesmen has been granted.

Regarding Service Pay for Dispatchers, the main contention of the Union refers to promotion, stating that "mainly, they have little hope of promotion." Operators are the only category of worker in the City Transit System now receiving Service Pay and admittedly they may have little chance for promotion. However, the same is not true of Dispatchers. Examination of the situation within their unit indicates that there are greater promotional opportunities for Dispatchers than for personnel in most other units and on this basis rather less reason for granting Service Pay to them.

I make the following reservation regarding the two cents an hour adjustment for Tradesmen. This affects only six job categories in the Trade Mechanics unit with twenty-seven such categories (not including several apprentice categories.). Between each of these categories certain differentials in rates now exist. Increasing the rate of six categories by two cents alters these differentials. The only justification for retention of a differential supported by precedence is that of relationship between jobs within the complete unit. There is no evidence to suggest any other practical basis. Therefore, an adjustment in the rates of six jobs (amongst twenty-seven or more) to increase the difference between their rates and the rates of Operators who work in a completely different unit is not a true differential and has no true practical basis.

DATED at Edmonton, Alberta, this 5th day of November, 1962.

Respectfully submitted,

(SIGNED)

ROBERT N. HARVEY, Member,
Conciliation Board.

TO:

The Honourable R. Reiersen,
Minister of Labour,
Edmonton, Alberta.

Sir:-

A W A R D

IN THE MATTER OF The Alberta Labour Act and
a dispute between the Alberta Teachers'
Association and the County of Thorhild No. 7,
Thorhild, Alberta.

The Conciliation Board appointed by Order-in-Council
No. 1578/62, dated October 9th, 1952, met with representatives of the
parties to the dispute and considered the representations made by the
said parties.

The Members of the Conciliation Board were:-

- DR. G. L. HOWAT, Chairman.
MRS. EDITH ROGERS, Member representing County of
Thorhild No. 7.
MR. L. A. SAGERT, Member representing the Alberta
Teachers' Association.

The issues referred to the Conciliation Board were:

- 1. Salary Schedule (Grid)
- 2. Additional Allowances
- 3. Administrative Allowance
- 4. Sabbatical Leave
- 5. Reduction in Salary

The disputants having failed to reach agreement concerning
revisions to a collective agreement dated the Eighth Day of September,
1961, the Conciliation Board recommends the following Award:

1. Salary Schedule (Clause 3)

	<u>Years of Teacher Education</u>					
	<u>One</u>	<u>Two</u>	<u>Three</u>	<u>Four</u>	<u>Five</u>	<u>Six</u>
MIN.	3000	3500	4200	4900	5200	5500
MAX.	4500	5400	6300	7650	8000	8300
INCS	7 x 200	2x300	4x300	7x350	7x350	7x350
	1 x 100	6x200	4x200	3x100	1x150	1x150
		1x100	1x100		2x100	2x100

2. Additional Allowances (Clause 4 (a) 1)

Principal - \$100 per room for each of the first six rooms
including his own, plus \$75 per room for each additional
room.

3. Administration Allowance (Clause 8 (b))

When a Vice-Principal acts in place of a Principal for more than twenty consecutive teaching days, he shall be designated as acting Principal and shall receive a Principal's allowance for such excess period.

4. Sabbatical Leave (Clause 15)

Not to be covered by this agreement.

5. Reduction in Salary (Clause 22)

That Clause 22 be retained for 1962-63 only.

All of which is respectfully submitted,

(SIGNED)

DR. G. L. HOWAT,
Chairman.

(SIGNED)

(MRS.) EDITH ROGERS,
Member.

(SIGNED)

L. A. SAGENT,
Member.

Lethbridge, Alberta, November 14th, 1962.

In the matter of the Alberta Labour Act
and a dispute between;

THE LETHBRIDGE HOSPITAL EMPLOYEES
LOCAL NO. 408, N.U.P.E., LETHBRIDGE

ON THE ONE PART

and

THE GALT REHABILITATION CENTRE, LETHBRIDGE

ON THE OTHER PART.

The Conciliation Board appointed by Order-In-Council 1577/62 met with the above Disputants on Monday, November 5th, 1962, at 9 A.M. in the Lethbridge Court House.

The following were present:-

Conciliation Board

A. W. Shackleford		Chairman
Sven Ericksen	(Galt Hospital Appointee)	Member
D. C. Cooper	(Union Appointee)	Member

Employer Representatives

G. Black	Member Galt Rehabilitation Board
S. M. Chapman	Administrator Galt Rehabilitation Hospital

Employee Representatives

A. Milroy	Business Agent Local No. 408, N.U.P.E.
W. Dewhurst	Secretary Treasurer Local No. 408, N.U.P.E.

The Oaths were administered by Mr. S. C. Gervan, Deputy Clerk of the Supreme Court of Alberta.

The Chairman asked both parties if they had any objections to the jurisdiction, or, to any of the Conciliation Board Appointees. The reply in both cases was negative.

The Chairman then requested Mr. G. Black to present the Galt Rehabilitation's brief, followed by Mr. A. Milroy for Local No. 408, N.U.P.E.

It should be stated here that Mr. Milroy, before commencing his presentation, asked the Chairman to ascertain if both parties would accept the Board's Award as binding.

The Chairman then asked the representatives of each party to state their position and I am pleased to say both stated they would accept the Conciliation Board's decision as final and binding.

Following the presentations, the Board adjourned and reconvened on Tuesday, November 6th, 1962, but failed to reach a majority opinion, adjourning until Tuesday, November 13th, 1962, at which time consideration was again given to all the submissions made by the parties and I am pleased to report on behalf of the Board a unanimous Award which is set forth hereinunder on the three issues in dispute.

WAGES (A) All classifications to receive a two percent (2%) salary increase retroactive to July 1st, 1962, and continuing thereafter for two (2) years to June 30th, 1964.

(B) Institution of a starting or probationary rate for Uncertified Nursing Aides, Housekeeping Maids and Kitchen Maids at \$175.00 per month for the first six (6) months, thereafter basic rate.

This scale to apply to new employees engaged after signing of the Agreement.

ANNUAL HOLIDAYS

Provision for three (3) weeks after (5) years of continuous service.

SICK LEAVE

Sick leave to be at the rate of $1\frac{1}{2}$ days per month up to a total of eighteen (18) days per year to a maximum of ninety (90) days, to be spelled out in the Union Contract as follows:

The employee shall, if ill, be entitled to sick leave with pay at the rate of $1\frac{1}{2}$ days per month accumulative during the course of the one year only, up to a total of **eighteen (18)** sick days leave with pay in any one full year of employment, a Medical Certificate showing the need of sick leave to be furnished by the employee when required by the employer. Any portion of unused sick leave shall be carried forward and the sick leave accumulative to a maximum of not exceeding ninety (90) days.

In implementing the new sick leave plan, the Board directs that same shall be retroactive to July 1st, 1961, less sick leave to date, as if this scheme had been in effect instead of the present scheme, with the proviso that, if the incidence of sick leave over this period would use up all the accumulation, the employee would, of course, start from zero, or, carry forward any balance as the case may be.

The Board also directs that employees' contributions to the existing scheme cease with the signing of this Agreement and the implementation of the New Plan, and further, that no refunds be made since the employees have enjoyed its benefits.

The Board would like to express their appreciation to the members of both parties in the presentation of their viewpoints and briefs and their fine co-operation throughout the questioning and discussions that ensued.

As Chairman, I would expecially like to thank Mr. Ericksen and Mr. Cooper, the Board Appointees representing the Hospital and the Union, for their untiring efforts in considering the issues before the Board and the decision reached.

(SIGNED)

A. W. Shackelford - Chairman

(SIGNED)

Sven Ericksen - Member

(SIGNED)

D. C. Cooper - Member

TO:

The Honourable R. Reiersen,
Minister of Labour,
Edmonton, Alberta.

Sir:-

IN THE MATTER OF The Alberta Labour Act and a
dispute between the Beverage Dispensers' Hotel
Service, Culinary and Restaurant Employees Union
Local 579, and The Royal Canadian Legion of The
British Empire Service League, Norwood (Alberta)
178 Branch, Edmonton, Alberta.

The Conciliation Board established by Order-in-Council
No. 1550/62 dated October 2nd, 1962, met with representatives of
the parties to the dispute and considered the representations made
by the said parties.

We are pleased to report that during the course of the
Conciliation Board hearings the parties involved have of themselves
been able to resolve all differences and have completed a collective
agreement. This collective agreement may be considered as part of
the Conciliation Board's report.

The Conciliation Board wishes to express its appreciation
for the co-operation and the manner in which the representations were
made.

All of which is respectfully submitted,

(SIGNED)

JOHN L. McINTYRE,
Chairman.

(SIGNED)

DAVE GRAHAM,
Member.

(SIGNED)

W. RORKE,
Member.

TO:

The Honourable Raymond Reiersen,
Minister, Department of Labour,
Administration Building,
EDMONTON, Alberta.

Sir:

A W A R D

IN THE MATTER OF The Alberta Labour Act and a
dispute between the United Packinghouse, Food
and Allied Workers, Local 421, Calgary, and
Dvorkin Meat Packers Ltd., Calgary, Alberta.

The Conciliation Board, appointed under Order-in-Council No. 871-62,
met with the parties to the dispute and considered the submissions made
by their representatives.

The Members of the Conciliation Board were:-

Professor A. E. David Schonfield	- - - Chairman
Mr. R. Scott	- - - Union Member
Mr. Irwin A. Blackstone	- - - Company Member

Appearing before the Board were:-

Representing the Employer

Mr. Patrick J. McCaffery
Mr. Harry Dvorkin

Representing the Union

Mr. Jack Hampson
Mr. Robert S. Hutchison

Extension of time was granted to the Board by the Parties to the
dispute, effective to the date of this award.

The dispute before the Board concerned a new agreement between the
Parties, the last agreement having expired on December 31, 1961. Seven-
teen of the paragraphs, together with the duration of the new contract
and an appendix, were under consideration.

The Board has reached agreement on the points in dispute.

In the event that the two present employees who are not members
of the Union state their intention of terminating their employment
with the Company because of the conditions recommended in Paragraph
4 below, the Company and Union shall meet and negotiate the matter.

In making the Award on wages (as outlined in Paragraph 18 below),
the Board has recognized the need for a continuation of a pay differ-
ential between this Company and the major packing houses because of
the financial obligations of this Company.

It has proved impossible for the Board to deal in detail with the
rates and classifications of the individual employees. The Union
has proposed that the Company agree to adopt the Bracket System.
However, the Board accepts the argument of the Company that the pre-
sent operation does not permit such a system since the work force
is relatively small and each man is required to do different jobs of
various types and descriptions. However, the Company has stated that
it is willing to discuss with Union representatives the rates and
classifications so that they do become similar to those presently
existing in the larger organizations. The Board hopes that these

discussions can be amicably and successfully concluded once the basic labour rate has been agreed. The decisions reached should be attached as Schedule A to the agreement as stated in Paragraph 19 below.

The Board makes the following recommendations concerning the articles in dispute:-

PARAGRAPH 4 (Union Proposal - Paragraph 4)

During the term of this agreement and commencing in the calendar month following the ratification of the agreement, the Company agrees to deduct from each employee's pay on the first pay day in each calendar month the regular monthly Union dues, and will transmit the total sum of the amounts so deducted to the Financial Secretary of the Local Union on or before the fifteenth day of each month. In the case of a new employee, the check-off will commence in the calendar month following the commencement of their employment with the Company.

PARAGRAPH 5 (Union Proposal - Paragraph 5; Company Proposal - Paragraph 4)

The Company agrees that upon receipt of the written authorization in the form of a signed Union Membership Card, it will deduct from the wages of employees joining the Union after the ratification of this agreement, the initiation fee due from his to the Local Union on the first pay day of the following calendar month and shall remit the same to the Financial Secretary of the Local Union on or before the fifteenth day of the calendar month.

PARAGRAPH 18 (Union Proposal - Paragraph 21; Company Proposal - Paragraph 17)

The Company agrees that with effect from April 1, 1962 the present basic labour rate shall be increased to \$1.73 an hour;

On January 1, 1963 the basic labour rate will be increased to \$1.76 an hour; and

A further increase in the basic rate to \$1.83 an hour will be effective from April 1, 1963.

PARAGRAPH 19 (Union Proposal - Paragraph 22; Company Proposal - Paragraph 18)

The rates and classifications of all employees shall be covered by this agreement and attached as Schedule "A".

PARAGRAPH 24 (Union Proposal - Paragraph 27; Company Proposal - Paragraph 23)

The Company agrees to pay a premium of eleven (11) cents per hour to all employees working on shifts beginning between 6:00 p.m. and 6:00 a.m. This premium shall not be considered as part of such employee's basic rates.

PARAGRAPH 25 (Union Proposal - Paragraph 28; Company Proposal - Paragraph 24)

For the purpose of calculating if overtime is payable, the Company and the Union shall establish an Hours of Work Schedule which may vary from department to department. The hours set out in the "Schedule of Hours" shall not total more than forty (40) for any payroll week.

(a) The schedule of hours for the Killing Floor Crew shall not exceed five, nine hour days Monday through Friday.

(b) For the Loading Crew the schedule of hours may include up to four hours on Saturday.

(c) Because livestock receipts and demand for the Company's products are subject to variation, the Union agrees that it may at times be necessary to exceed or reduce the Hours of Work schedule. When feasible, the Company will discuss such alterations with the Union beforehand. Overtime will be paid in such circumstances when more than nine hours is worked in one day or more than forty hours in one week.

PARAGRAPH 26 (Union Proposal - Paragraph 29; Company Proposal - Paragraph 25)

All time worked in excess of the above schedule of hours shall be paid for at one and one-half times the employee's regular hourly rate of pay.

(Union Proposal - Paragraph 33)

Omit this paragraph in the agreement.

PARAGRAPH 44 (Union Proposal - Paragraph 49; Company Proposal - Paragraph 34)

Any promotion, transfer or reduction of staff or a rehiring of employees shall be based on ability, merit and seniority.

(Union Proposal - Paragraph 52)

Omit this paragraph.

PARAGRAPH 48 (Union Proposal - Paragraph 54; Company Proposal - Paragraph 38)

If an employee desires transfer to another department, he may submit a written application to the Plant Superintendent. If later a vacancy occurs in that department, those who have such applications on file shall be given prior consideration in order of seniority provided they possess the necessary merit and ability for the job. The successful applicant shall be allowed a qualifying period not to exceed one (1) month.

PARAGRAPH 50 (Union Proposal - Paragraph 58; Company Proposal - Paragraph 40)

Lay-off and rehiring shall be on the basis of seniority, that is, the last hired shall be the first laid off and the last laid off shall be the first rehired, provided in the case of each such employee, that he has merit and ability for the job which is open or can learn the job within a reasonable time.

(Union Proposal - Paragraph 70)

Omit this paragraph.

(Union Proposal - Paragraph 71)

Omit this paragraph.

(Union Proposal - Paragraph 72)

Omit this paragraph.

PARAGRAPH 61 (Union Proposal - Paragraph 73)

The Company agrees to enter into an MSI contract through payroll deduction to cover all employees who wish to participate.

PARAGRAPH 62 (Union Proposal - Paragraph 74; Company Proposal - Paragraph 48)

(a) It is recognized that the management of the plant and direction of the working force, including the right to hire, suspend and discharge, to transfer employees, to increase or decrease the working force, to determine the products to be manufactured, schedules and means of production are vested exclusively with the Company.

(b) The Company agrees these functions will not be used for the purpose of discrimination against any employee, nor to avoid any provisions of this agreement. Cases of disagreement may be made the subject of a grievance and dealt with as provided in the Grievance Procedure Article.

PARAGRAPH 64 (Union Proposal - Paragraph 77)

This agreement shall commence and be effective as and from the 1st day of January, A.D. 1962 and it shall remain in full force and effect until the 30th day of April, 1964, and shall be renewed automatically from year to year provided, however, that either party may give to the other by the 1st day of March, A. D. 1964 notice in writing to terminate or to seek amendments to the agreement. If amendment is sought, negotiations thereto shall begin between the parties not later than the 1st day of April, 1964, unless deferred by mutual consent. During the period of negotiations this agreement shall remain in force.

All of which is respectfully submitted.

DATED at the City of Calgary, Alberta, this 27th day of July, A.D. 1962.

(SIGNED)
A. E. David Schonfield, Chairman

(SIGNED)
Irwin A. Blackstone, Member

(SIGNED)
Robert Scott, Member

TO:

The Honourable R. Reiersen,
Minister of Labour,
Edmonton, Alberta.

Sir:-

A W A R D

IN THE MATTER OF The Alberta Labour Act and a dispute between the Sheet Metal Workers' International Association, Local Union No. 271, Edmonton, and Aurora Auto Body Co. Ltd.; C & C Auto Body Shop; Quality Body Shop; Twin Star Auto Body Ltd.; Provincial Auto Body Ltd.; Crescent Motor Company Ltd.; Henry's Auto Body; S. Grosso Motors Ltd.. Auto Body Shop; Capital Auto Body Ltd.; Green's Body Shop, all of Edmonton, Alberta.

Pursuant to the provisions of The Alberta Labour Act, the Conciliation Board established to deal with the dispute between the above named parties was appointed by Order-in-Council No. 1878/62.

The Members of the Conciliation Board were:-

MR. DAVE ROSS. Chairman.

MR. J. ROBINSON, Member representing the Employers.

MR. R. G. SLATTER, Member representing the Union.

The Conciliation Board first met on the 10th day of December, A.D. 1962, at the Terrace Building, Edmonton, Alberta.

At the meeting held on the 17th day of December, A.D. 1962. Mr. John Prowse, Solicitor, advised the Conciliation Board that he was representing six of the ten Body Shops involved in the Board hearing.

The Conciliation Board and the Department of Labour had at all times been under the impression that Mr. Prowse was the representative of all the Companies listed in the Order-in-Council and as it happened that certain of these companies were without representation then notices were immediately forwarded to Aurora Auto Body Co. Ltd., Green's Body Shop and C & C Auto Body Shop. These businesses were advised that they were required to attend at a meeting to be held on the 19th day of December, A.D. 1962, at the Terrace Building, Edmonton.

On December 18th, A.D. 1962, the Conciliation Board was advised by Mr. John Prowse that he was now acting for C & C Auto Body Shop in addition to the other six Body Shops.

On the 19th day of December, A.D. 1962, Mr. John Prowse advised the Conciliation Board that due to the fact that the certifications of the Sheet Metal Workers International Association Local Union No. 271, issued by the Board of Industrial Relations with regards to those body shops being represented by Mr. Prowse are being challenged by certain of the Companies and due to the fact that application for a writ of certiorari was being launched in the Supreme Court of Alberta to quash the said Certifications, the Companies represented by Mr. Prowse did not wish at this time to make any representations whatsoever to the Board. Mr. Prowse then left the meeting.

Pursuant to the notices both written and verbal given to Aurora Auto Body Co. Ltd., and Green's Body Shop above referred to, a representative of Aurora Auto Body Co. Ltd., attended at a meeting of the Conciliation Board held on December 19th. At this time the Company was advised that the Conciliation Board wished to give it the right to make a proper representation to the Board and, therefore, with regards to this Company, it was decided that a time and place for a subsequent meeting would be set and that representatives of this Company would be requested to attend. Aurora Auto Body Co. Ltd., advised the Board that it would give an extension of time within which to hold such meeting or meetings as required.

Pursuant to the notices forwarded to Green's Body Shop, a letter was received by the Board of Industrial Relations from Mr. O. A. Green advising that he as representative of his company did not intend on making a representation. Subsequent to the receipt of this letter Mr. O. A. Green was contacted by the Chairman of the Conciliation Board and Mr. Green advised that he would allow the Conciliation Board an extension of time within which to meet with him in order to hear any representations he would wish to make.

The Conciliation Board was advised after investigation by Members of the Conciliation Board and by the Department of Labour that S. Grosso Motors Ltd., Auto Body Shop was no longer in business. The Conciliation Board determined that the Body Shop formerly operated by S. Grosso Motors Ltd., Auto Body Shop was now being operated by Economy Auto Body Shop.

The Chairman of the Conciliation Board contacted the Management of Economy Auto Body Shop and was advised that this Company would grant an extension of time to enable the Board to determine whether the Company came within the provisions of Section 74 of The Alberta Labour Act and if it was found that this Company would come within this provision, then to enable the company to make representations to the Conciliation Board.

The representatives of the Union advised the Conciliation Board that they would allow the Board an extension of time until the 8th day of January within which to call a meeting or meetings as required in order to hear representations made by S. Grosso Motors Ltd., Auto Body Shop (Economy Auto Body Shop); Aurora Auto Body Co. Ltd., and Green's Body Shop. This extension of time, however, was to apply solely to the above three companies.

The Agreement attached hereto is part of the Award of the Conciliation Board and pertains solely to C & C Auto Body Shop; Quality Body Shop; Twin Star Auto Body Ltd.; Provincial Auto Body Ltd.; Crescent Motor Company Ltd.; Henry's Auto Body and Capital Auto Body Ltd., which are listed in the Order-in-Council dated December 4th, 1962, and above referred to.

The attached agreement is the unanimous Award of the Conciliation Board.

All of which is respectfully submitted,

SIGNED

DAVE ROSS, Chairman,
Conciliation Board.

SIGNED

J. ROBINSON, Member
Conciliation Board.

SIGNED

R. G. SLATTER, Member,
Conciliation Board.

DATED at Edmonton, Alberta, this
27th day of December, A.D. 1962.

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WHEREAS the parties hereto failed to reach agreement and whereas the Conciliation Commissioner failed to bring about a settlement and whereas the whole of the agreement between the Company and the Union was in dispute, the Conciliation Board recommends the following provisions to be adopted as an agreement between the Company and the Union:-

1. OBJECTS

The object of this agreement is to stabilize the industry, to elevate the trade and to ensure a peaceful adjustment of any and all grievance, disputes, and differences that may arise between the parties mentioned above and to provide a better and more efficient service to the public.

2. TRADE DEFINITION

"Auto Body Mechanic" means a mechanic engaged in repair, fitting and construction of doors, bodies, fenders, turret tops, frames, upholstering and painting and body repair pertaining to motor vehicle bodies and shall include welding as it applies to bodies of motor vehicles.

3. APPRENTICE

"Apprentice" means a person who is at least sixteen (16) years of age, and who enters into a contract of service in accordance with the Apprenticeship Act of the Province of Alberta whereby he is to receive from or through his Employer instruction in the Auto Body Trade.

4. SCOPE OF AGREEMENT

This agreement shall apply to all auto body workers namely; auto body mechanics and registered apprentices. It is hereby agreed that in conformance with the Tradesmen's Qualification Act respecting the Auto Body Trade that no person will be employed who is not licensed or registered.

5. COMPANY RIGHTS

(a) The Union agrees that it is the right of the Company to manage the affairs of the business and to direct its working forces subject to the terms of this agreement; and in such management the Company shall maintain all the powers granted to it by the common law that are not specifically excluded by this agreement.

(b) Without limiting the generality of the foregoing, the Union acknowledges that it is the exclusive function and right of the Company to:-

- (1) operate and manage its business in all respects;
- (2) maintain order, discipline and efficiency;
- (3) make and alter from time to time, rules and regulations to be observed by the employees, provided such rules and regulations are not inconsistent with this agreement;
- (4) direct the working force and schedule production;
- (5) hire, promote, demote, transfer, lay off because of lack of work, recall discipline, suspend and discharge for just cause any employee, provided that claims of discriminatory promotion, demotion, or transfer and of wrongful or unjust discipline or discharge shall be subject to the grievance procedure herein provided.

6. GRIEVANCE PROCEDURE

(a) All differences between the Employer and the Union concerning the interpretation, application, operation or an alleged violation of this Agreement shall be settled, without stoppage of work or lockout, by negotiations or arbitration as herein provided.

(b) An employee who maintains that he or she has a grievance with the company shall first take the grievance to the Job Steward of the union, or in the absence of the Job Steward, to the Business Agent of the Union. If the grievance cannot be settled by the Job personnel within twenty-four (24) hours it shall be reduced to writing and presented to the Union Business Agent who shall discuss the matter with Management immediately. If the grievance is not settled to the satisfaction of the Employer and/or the Union within a further twenty-four (24) hour period, each party to this Agreement shall appoint a member from outside their organization or firm within three (3) calendar days unless an extension of time is agreed upon, to act on an Arbitration Board to hear this grievance, and the two members so appointed shall meet and endeavour to select an independent Chairman within forty-eight (48) hours, they shall request the Minister of Labour for the Province of Alberta to appoint an independent Chairman within ten (10) days.

(c) The Grievance Board shall give a majority decision not later than fourteen (14) days after the appointment of the Chairman, except that with the consent of both parties, such limitation of time may be extended. The majority decision of the said Board shall be final and binding on both parties to this Agreement.

(d) The expense of the Grievance Board shall be paid as follows:- The Union and the Employer shall pay all fees and expenses of their respective members on the Board and the fees and expenses of the Chairman shall be equally borne by the Union and the Employer.

7. UNION RIGHTS

(a) It is agreed that the company will recognize Shop Stewards and shall not discriminate against them for carrying out their regular duties. It is agreed that Shop Stewards may be members of Safety Committees. It is agreed that the Union will notify the company of the individual in the company's operation who maintains the position of Shop Steward.

(b) It is agreed that the Business Agent after first obtaining the permission of management shall be granted access to all shops covered by this agreement in order to carry out the regular duties of his position. Such authority for access once granted may not be revoked for the duration of this agreement.

(c) (1) The company recognizes the union, during the term of this agreement or any renewal thereof, as the exclusive representative of the employees for the purpose of collective bargaining with respect to conditions of employment as set forth in this agreement.

(2) There shall be no discrimination of any kind against any member of the union by the Superintendent, Manager or any person in the employ of the company with power to hire or fire.

(3) As a condition of continued employment, all employees covered by this agreement shall become members of the Union if not already members of the same within 10 days following the date that the signatures have been affixed hereto and all new employees shall be required to join the union as a condition of continued employment within 30 days from the date that they were hired.

(4) Upon a written notice being delivered by the Union to the Company to the effect that an employee of the company covered by this agreement has not maintained his membership in the union in good standing, the company shall be required to notify the employee in question that if his membership is not brought into good standing within seven days the said employee will be discharged. The company must notify the employee within two days of the date of receipt of the notice from the union and if the employee does not become a member in good standing within the seven day period, the company shall dismiss the employee from his position of employment.

8. HOURS OF WORK

The regular working day shall consist of not more than (8) eight hours labor in the shop between 8:00 a.m. and 5:30 p.m. The regular working week shall consist of five consecutive days of not more than (8) eight hours each as specified herein, in the shop beginning with Monday and ending with Friday of each week. All full or part-time labor performed during the hours specified herein shall be recognized as regular time and shall be paid for at the regular hourly rates as specified in this Agreement.

9. OVERTIME RATES

It is agreed by the parties hereto that labor performed in connection with and incidental to work covered by this agreement shall be performed within the working hours as specified herein provided however that overtime may be worked when circumstances arise where the management in order to carry on a proper, efficient and necessary service finds that it is required to have labor work in excess of those hours above set out as being the regular working day hours. It is mutually agreed that overtime is undesirable. In all cases where overtime becomes necessary it shall be paid for at the following rates:-

Time and one-half shall be paid for the first four (4) hours after the regular eight (8) hour day and double time thereafter, Monday to Friday inclusive. Double time shall also be paid for all work performed on Saturdays, Sundays and Statutory Holidays not inclusive of Statutory Holiday pay.

10. SHIFT PREMIUMS

All employees required to work shifts other than a shift commencing at 8:00 o'clock in the forenoon or at 8:30 o'clock in the forenoon and continuing until 5:00 o'clock in the afternoon or 5:30 o'clock in the afternoon as the case may be shall be paid at the rate of time and one-seventh; eight hours pay for seven hours work. Workmen shall be given notice at least eight (8) hours previous to commencing shift. Thirty-five hours shall constitute a shift week. All work in excess of the seven hours daily shall be paid for in the following manner:- time and one-half for the first four (4) hours and double time thereafter, Monday to Friday inclusive. All additional overtime shall be paid in accordance with the overtime provisions of this Agreement.

11. STATUTORY HOLIDAYS

The following legal holidays shall be recognized and observed under the terms of this agreement:-

New Year's Day	Dominion Day	Remembrance Day
Good Friday	Labor Day	Christmas Day
Victoria Day	Thanksgiving Day	Boxing Day

All employees covered by this Agreement shall be paid for the above noted Statutory Holidays without being required to perform services and payment for such Statutory Holidays shall be included in pay period in which the holiday is observed.

12. VACATIONS WITH PAY

All employees shall received 4% of gross earnings as vacation pay with the exception of those employees who have been in the employ of the employer for eight (8) consecutive years. Employees having completed eight (8) years service with their employer shall receive three (3) weeks vacation with pay.

13. SENIORITY

An Employee shall have seniority status after he has been employed by the Company for 90 days.

Where ability, efficiency and other accomplishments are equal the length of service with the Employer shall govern lay-offs. When there are to be lay-offs the following procedure shall be followed:- All probationary employees shall be laid off first and thereafter in the inverse order of seniority.

When there is an increase in the working force after a lay-off the reverse of the above lay-off procedure shall be followed before any new employees are hired, the employees still laid off shall be offered employment in the order of their seniority.

Employees who have been laid off and have been notified by the Employer to report to work must report for work within the following specified time limits:

The laid-off employee must report for work within ten (10) calendar days after being notified by the Employer to do so. This notification to be sent to his last address on record with the Employer (a copy of notification to be given to the Union Steward). If he does not report he shall be considered to have voluntarily quit.

The Employer agrees to post the seniority list showing the seniority status of each employee. The Employer also agrees to furnish a copy of such list to the Union.

The Employer agrees to alter the seniority list from time to time and to correct any errors therein whenever proof or error is submitted by an employee or the Union. No change shall be made in the seniority status of an employee without consultation with the Union.

14. WAGES

Commencing January 1st, A.D. 1963, and effective for the period ending March 31st, A.D. 1963, the minimum rate of wages for licensed auto body workers shall be \$2.35 per hour for all regular hours worked; commencing April 1st, A.D. 1963, and effective for the period ending December 31st, A.D. 1963, the minimum rate of wages for licensed auto body workers shall be \$2.60 per hour for all regular hours worked.

15. APPRENTICESHIP AND QUOTAS

Wages and Quota shall be as stipulated in the Alberta Apprenticeship Act governing the Auto Body Trade. It is hereby agreed that the apprenticeship rates shall be minimum rates for the purpose of this agreement.

16. PAYMENT OF WAGES

(a) Payment of wages shall be made during the hours of work on Friday of each second week.

(b) When men are ordered by the employer to report to the Shop and are then directed not to commence work due to lack of material or other causes beyond their control, they shall receive four hours pay at the regular rate.

17. TOOLS

All licensed auto body workers shall be required to have in their possession the necessary hand tools required for the proper performance of his duties and it is hereby agreed that the Employer shall supply all necessary power tools and other equipment not normally referred to as hand tools. It shall however be the responsibility of the employees to take reasonable care of the said power equipment.

18. SAFETY AND HEALTH

The Employer will continue to make reasonable provisions for the safety and health of his Employees during the hours of their employment. Such protective devices pertaining to the auto body industry as required by Federal and Provincial Legislation and regulations made thereunder to be worn by employees shall be provided and paid for by the employer.

19. APPRENTICESHIP ASSISTANCE

The employer shall contribute to each of his Apprentices while such Apprentice is attending technical school, an amount of money equal to half the allowance provided by the Provincial Government.

20. WELFARE AND PENSION BENEFITS

It is hereby agreed that both parties to this Agreement shall cause to be established at some time prior to the expiration date hereof, a fund for the purpose of establishing welfare and pension benefits. Such plan or plans as may be agreed upon shall contain a provision whereby 50% of all monies required shall be contributed by the employer and 50% by the employee or employees.

21. TERMINATION AND LENGTH OF AGREEMENT

All provisions of this agreement shall continue in force and effect beginning the 1st day of January, A.D. 1963, and shall continue in force and effect for the period ending the 31st day of December, A.D. 1963, and shall continue in force and effect from year to year thereafter unless written notice of change is given by either party not less than sixty (60) days prior to the expiration date and until conferences related to such requested change or changes have been terminated by the execution of a new agreement. However any conclusions reached in the aforementioned negotiations shall if so agreed, be made retroactive to the said expiry date.

.....

THE ALBERTA LABOUR ACT

V O T E S

SECTION 104

L

V O T E S

SECTION 104

OCTOBER 1st, 1962 to DECEMBER 31st, 1962.

UNION

COMPANY

- | | | | |
|-----|--|--|--------------|
| 1. | United Association of Journey-
man an Apprentices of the
Plumbing and Pipefitting Industry
of the United States and Canada,
Local Union No. 488, Edmonton,
Alberta. | Alberta Mechanical Contractors Ltd. | No employees |
| 2. | | Boibseert & Croft
Plumbing & Heating
Ltd. | |
| 3. | | Carse Anderson Ltd. | |
| 4. | | Clegg-Dunn Plumbing
& Heating Ltd. | |
| 5. | | Dow & Scott Plumbing
& Heating Ltd. | |
| 6. | | Economy Plumbing &
Heating Co. Ltd. | |
| 7. | | J. P. Fitzgerald Ltd. | |
| 8. | | C. R. Frost Co. Ltd. | |
| 9. | | Fuller & Knowles Co.
Ltd. | |
| 10. | | Haddow & Maughan Ltd. | |
| 11. | | Industrial Power Installations
Ltd. | |
| 12. | | Jamison & Kruger Co. Ltd. | |
| 13. | | C. C. Kirkham & Co. | |
| 14. | | Meccon Installation Ltd. | No employees |
| 15. | | B. A. Moir & Co. Ltd. | |
| 16. | | Del Mould Plumbing, Heat-
ing & Gas Fitting Ltd. | |
| 17. | | Larry Neuman Plumoing Ltd. | |
| 18. | | Peters & Bruha Plumbing,
Heating & Gas Fitting Ltd. | |
| 19. | | Premier Plumbing Co. Ltd. | |
| 20. | | Redd Brothers Co. Ltd. | |
| 21. | | L. J. Scobie Co. Ltd. | |
| 22. | | | |

22.	Squire-Kennedy Plumbing	
23.	Strause Plumbing & Heating Ltd.	
24.	Templeman Plumbing & Heating Ltd.	
25.	Crown Plumbing & Heating Ltd.	
26.	Alta Bend Ltd.	
27.	Brant Welding Co.	
28.	Wirtenan Electric Co. Ltd.	
29.	Lockerbie & Hole Western Ltd.	
30.	Art & Lloyd's Plumbing	No employees
31.	Burns & Dutton Concrete & Construction	No employees
32.	Canadian Comstock Company Limited	
33.	Casualt Engineering Ltd.	
34.	R. L. Hay & Co. Ltd.	No employees
35.	Jasper Plumbing & Heating	

During mediation the parties involved agreed that for this vote the ballots of all those voting would be combined and that the wishes of the majority would determine result. The majority of the employees voted to reject the offer made by the employers.

THE ALBERTA LABOUR ACT

V O T E S

ON SELECTION OF A

BARGAINING AGENT

V O T E S
ON SELECTION OF
BARGAINING AGENT

OCTOBER 1st, 1962 to DECEMBER 31st, 1962.

<u>UNION</u>	<u>COMPANY</u>	<u>RESULT</u>
1. Hod Carriers Building and Common Laborers Union Local No. 92, Edmonton, Alberta.	Parkins Construction Ltd., Edmonton, Alberta.	Voted for
2. Lightweight Aggregate Workers Association, Calgary, Alberta.	Burtex Industries Limited, Calgary, Alberta.	Voted for
3. Oil, Chemical and Atomic Workers International Union, Local 9-685, Pincher Creek, Alberta.	British American Oil Company Limited, Pincher Creek, Alberta.	Voted against
4. Retail Clerks Union, Local 401, Edmonton, Alberta.	United Farmers of Alberta Co-operative Limited, Calgary, Alberta.	Voted against
5. Sheet Metal Workers Internation-Volkswagon Northern al Association, Local Union No. 271, Edmonton, Alberta.	Ltd., Edmonton, Alberta.	Voted for
6. Sheet Metal Workers Internation-V. W. Body & Paint al Association, Local Union No. 271, Edmonton, Alberta.	Shop, Edmonton, Alberta.	Voted for
7. Beverage Dispensers, Hotel Service Culinary and Restaur- ant Employees Union Local 579, Edmonton, Alberta.	Northern Steak Ltd., Edmonton, Alberta.	Voted against
8. Dales Bros. Employees Association, Edmonton, Alberta.	Dales Bros. Ltd., Jasper Place, Alberta.	Voted for
9. International Union of Mine, Mill and Smelter Workers, Calgary Metal Workers Local No. 800, Calgary, Alberta.	Dominion Bridge Company Limited, Calgary, Alberta.	Voted against

THE ALBERTA LABOUR ACT

V O T E S

CONCILIATION BOARD AWARD

N

THE ALBERTA LABOUR ACT

V O T E S

O N

CONCILIATION BOARD AWARDS

OCTOBER 1st, 1962 to DECEMBER 31st, 1962.

<u>UNION</u>	<u>COMPANY</u>	<u>RESULT</u>
1. International Hod Carriers Building and Common Labourers' Union of America Local 1111, Calgary, Alberta.	Lodors Lime (Alberta) Ltd. Ytong Division Calgary, Alberta.	Employees Rejected Employer Accepted
2. United Brotherhood of Car- penters and Joiners of America, Ltd., Edmonton, Local Union No. 1325, Edmonton, Alberta. Alberta.	Capital Management Ltd., Edmonton, Alberta.	Employees Rejected Employer Rejected
3. Hod Carriers, Building and Common Laborers' Union Local No. 92, Edmonton, Alberta.	Capital Management Ltd., Edmonton, Alberta.	Employees Rejected Employer Rejected
4. Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Local Division No. 569, Edmonton, Alberta.	Corporation of the City of Edmonton, Edmonton, Alberta.	Employees Accepted Employer Accepted

THE ALBERTA LABOUR ACT

V O T E S

REVOCATION OF CERTIFICATION

THE ALBERTA LABOUR ACT

V O T E S

REVOCATION OF CERTIFICATION

OCTOBER 1st, 1962 to DECEMBER 31st, 1962.

<u>UNION</u>	<u>COMPANY</u>	<u>RESULT</u>
1. International Hod Carriers, Building and Common Laborers' Union of America, Local 1111, Calgary, Alberta.	Loders' Lime (Alberta) Ltd., Ytong Division, Calgary, Alberta.	Voted for
2. International Woodworkers of America, Local 1-207, Edmonton, Alberta.	Edwards Lumber Limited, Rocky Mountain House, Alberta.	Voted for
3. International Union of United Automobile, Aircraft, Agricul- tural Implement Workers of America, Local 1227, Calgary, Alberta.	Universal Sales and Service Ltd., Calgary, Alberta.	Voted for

THE ALBERTA LABOUR ACT

V O T E S

ON

STRIKE ACTION

P

THE ALBERTA LABOUR ACT

V O T E S

STRIKE ACTION

OCTOBER 1st, 1962 to DECEMBER 31st, 1962

<u>UNION</u>	<u>COMPANY</u>	<u>RESULTS</u>
1. International Hod Carriers Building and Common Laborers Union of America, Local 1111, Calgary, Alberta.	Loders Lime (Alberta) Ltd., Ytong Division, Calgary, Alberta.	Employees Voted Against
2. Hod Carriers, Building and Common Laborers Union, Local No. 92, Edmonton, Alberta.	Capital Management Ltd., Edmonton, Alberta.	Employees Voted Against
3. Brotherhood of Painters, Decorators and Paperhangers of America, Local Union No. 583, Calgary, Alberta.	Certain members of the Calgary Decorat- ing Contractors As- sociation as per Appendix "A"	
	1. Berle Decorating Co.	Employees Voted Against
	2.. Biswanger & Son	Employees Voted Against
	3. Bunn & Micheal	Employees Voted For
	4. Cam-Dec Painting	Employees Voted Against
	5. Donaldson & Evans	Employees Voted Against
	6. Geo Godkin & Sons	Employees Voted Against
	7. Norwin Decorating	Employees Voted For
	8. Park & Derochie	Employees Voted Against
	9. H. D. Lamb	Employees Voted Against
	10. Quigley Decorating	Employees Voted For
	11. Rainbow Decorators	Employees Voted For
	12. A. B. Rorbak	Employees Voted Against
	13.. Taylor Decorating	Employees Voted Against

- | | | |
|-----|-------------------------------|----------------------------|
| 14. | Wallace Bros.
(Decorating) | Employees
Voted Against |
| 15. | C. J. Sweet | Employees
Voted Against |
| 16. | C. H. Wills | Employees
Voted Against |

THE ALBERTA LABOUR ACT
CONCILIATION BOARD AWARDS
AWARD ACCEPTED
(NO VOTE)

THE ALBERTA LABOUR ACT

CONCILIATION BOARD AWARDS

OCTOBER 1st, 1962 to DECEMBER 31st, 1962.

AWARD ACCEPTED (NO VOTE)

<u>UNION</u>	<u>COMPANY</u>
1. United Brotherhood of Carpenters & Joiners of America Local Union No. 1569, Medicine Hat, Alberta.	Johnston Construction Company Limited, Medicine Hat, Alberta.
2. United Brotherhood of Carpenters & Joiners of America Local Union No. 1569, Medicine Hat, Alberta.	Oland Construction (1959) Ltd. Medicine Hat, Alberta.
3. United Brotherhood of Carpenters & Joiners of America Local Union No. 1569, Medicine Hat, Alberta.	Stuart Olson Ltd., Edmonton, Alberta.
4. United Brotherhood of Carpenters and Joiners of America Local Union No. 1569, Medicine Hat, Alberta.	Foundation Company of Canada Ltd., Medicine Hat, Alberta.
5. United Brotherhood of Carpenters and Joiners of America Local Union No. 1569, Medicine Hat, Alberta.	D. H. Oland Limited, Medicine Hat, Alberta.
6. United Brotherhood of Carpenters and Joiners of America Local Union No. 1569, Medicine Hat, Alberta.	Bird Construction Company Limited, Medicine Hat, Alberta.
7. United Brotherhood of Carpenters and Joiners of America Local Union No. 1569, Medicine Hat, Alberta.	Andrew Olson, Medicine Hat, Alberta.
8. Lethbridge Hospital Employee Local No. 408, N.U.P.E. Lethbridge, Alberta.	Galt Rehabilitation Centre, Lethbridge, Alberta.
9. Alberta Teachers Association, Thorhild, Alberta.	County of Thorhild, No. 7, Thorhild, Alberta.
10. Beverage Dispensers' Hotel Service, Culinary and Restaurant Employees Union Local 579, Norwood, Alberta.	The Royal Canadian Legion of The British Empire Service League, Norwood (Alberta) 178 Branch, Norwood, Alberta.

THE ALBERTA LABOUR ACT

CONCILIATION BOARD AWARDS

AWARD REJECTED

(NO VOTE)

R

THE ALBERTA LABOUR ACT

CONCILIATION BOARD AWARDS

OCTOBER 1st, 1962 to DECEMBER 31st, 1962

AWARD REJECTED (NO VOTE)

<u>UNION</u>	<u>COMPANY</u>	<u>RESULT</u>
Brotherhood of Painters, Decorators and Paperhangers of America Local Union No. 583, Calgary, Alberta.	Certain members of the Calgary Decorating Con- tractors' Association.	
	1. Beale Management	Employees Accept Employer Reject
	2. E. F. Biswanger & Son	Employees Accept Employer Reject
	3. Bunn and Michael	Employees Accept Employer Reject
	4. Cam-Dec Painting Co. Limited	Employees Accept Employer Reject
	5. Donaldson & Evans	Employees Accept Employer Reject
	6. Geo Godkin & Sons Contractors	Employees Accept Employer Reject
	7. Harmony Decorating Ltd.	Employees Accept Employer Reject
	8. Norwin Decorating Ltd.	Employees Accept Employer Reject
	9. Park and Derochie	Employees Accept Employer Reject
	10. Quigley Decorating Ltd.	Employees Accept Employer Reject

11.	Rainbow Decorators	Employees Accept Employer Reject
12.	Aksel Rorbak	Employees Accept Employer Reject
13.	Taylor Decorating	Employees Accept Employer Reject
14.	C. J. Sweet	Employees Accept Employer Reject
15.	Wallace Bros. De- corating Ltd.	Employees Accept Employer Reject
16.	C. H. Wells	Employees Accept Employer Reject

THE ALBERTA LABOUR ACT
TRANSFERS OF JURISDICTION

I S S U E D

S

THE ALBERTA LABOUR ACT

CERTIFICATES AMENDED UNDER REGULATION NO. 1

OCTOBER 1st, 1962 to DECEMBER 31st, 1962.

I S S U E D

1. United Steeworkers of America, Local 6276, Edmonton, Alberta, and
Continental Can Company of Canada Limited, Edmonton, Alberta.

FROM: United Steelworkers of America, Local 5013,
Edmonton, Alberta.

TO: United Steelworkers of America, Local 6276,
Edmonton, Alberta.

UNIT: "All production and maintenance employees
at Continental Can Company of Canada Limited,
Plant 46, located at 88th Street and 63rd
Avenue, Edmonton, Alberta, except Sales
Staff, Salaried Office Clerical Employees,
Security Guards, Cafeteria Staff and those
performing Managerial functions of Assistant
Foreman or Senior rank."

